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North Colonie Central School District
And North Colonie Teachers Assn

CONTRACT

BETWEEN

North Colonie Central School District

AND

**North Colonie Teachers'
Association**

July 1, 1998 - June 30, 2003

**NYS PUBLIC EMPLOYMENT RELATIONS BOARD
RECEIVED**

APR 28 2000

CONCILIATION

TABLE OF CONTENTS

	Page
PREAMBLE	i
RECOGNITION	ii
RIGHTS AND RESPONSIBILITIES OF THE BOARD OF EDUCATION	ii
NEGOTIATION PROCEDURES	ii
	Page
ARTICLE I GRIEVANCE PROCEDURES	1
ARTICLE II TEACHER-ADMINISTRATION LIAISON	4
ARTICLE III TEACHERS' ASSOCIATION RIGHTS	6
ARTICLE IV ASSIGNMENT OF TEACHERS	7
ARTICLE V TEACHER EMPLOYMENT	12
ARTICLE VI NEWLY EMPLOYED PERSONNEL, TRANSFERS AND ADMINISTRATIVE POSITIONS	14
ARTICLE VII EVALUATION AND TENURE	16
ARTICLE VIII SICK AND PERSONAL LEAVE	17
ARTICLE IX EXTENDED LEAVES OF ABSENCE	20
ARTICLE X SABBATICAL LEAVE	22
ARTICLE XI CURRICULUM	23
ARTICLE XII SUBSTITUTES	25
ARTICLE XIII PROTECTION OF TEACHERS	25
ARTICLE XIV PERSONAL INJURY BENEFITS	26
ARTICLE XV RESPONSIBILITIES OF THE ASSOCIATION AND ITS MEMBERS	27
ARTICLE XVI FACILITIES	28
ARTICLE XVII ACADEMIC FREEDOM	28
ARTICLE XVIII PERSONAL FREEDOM	30
ARTICLE XIX SPECIAL SERVICES	30
ARTICLE XX SUPERVISION OF STUDENT TEACHERS	30
ARTICLE XXI INSURANCE/FLEXIBLE BENEFITS PLAN/ EMPLOYEE ASSOCIATION PLAN	31
ARTICLE XXII TEACHERS' SALARY SCHEDULE	36
ARTICLE XXIII TEACHER ASSISTANTS	66
ARTICLE XXIV MISCELLANEOUS PROVISION	71
ARTICLE XXV DUES DEDUCTION	73
ARTICLE XXVI DURATION OF AGREEMENT	74
EXHIBIT 1: Review of Material and/or Methods	75
PROVISIONS OF TAYLOR LAW	78

INDEX

A

Academic Freedom: 28; Challenge of Teacher Materials and Methods, 28; Written Complaint, 29; Professional Committee, 29; Review Committee, 29; Agency Fee, 73.
Administrative Positions: Posting, 15; Definition, 15
Assault on Teachers: 25
Association Responsibilities: 27
Association Rights: Beginning of Year Meetings, 7; Elimination of Position, 7; Leave Days, 7; Leaves of Absence, 7; Payroll Dates, 7; School Calendar, 72; Use of Building, 6

B

Board of Education: Rights and Responsibilities, ii
Building Representatives: Meetings with Building Administrators, 4; Time at Faculty Meetings, 5

C

Calendar: School, 72
Certification: Assignment Outside, 8
Challenges to Materials and Methods: 29; Form, 75
Class Size: 10
Clerical Aides: 9

Coaching Salaries: Increments, 42; Point Values, 41; Schedules, 1998-99, 44-47; 1999-00, 48-51; 2000-01, 52-55; 2001-02, 56-59; 2002-03, 60-63

Conferences: Attendance at, 18
Court Appearances: 19
Curriculum: Development, 23; Selection of Teachers, 24; Remuneration, 24; Reporting of New Curriculum, 34

D

Death in Family: 19
Dental Health Plan: 34
Detention, SHS: 10
Disabled Children: Mainstreaming, 10
Disability: Definition, 19; Length, 19, 21
Doctorate: Honorary, 39
Dues Deductions: Authorization to Withhold, 73

E

Elimination of Position: 13
Emergency: Closing, 72; Evacuation, 72; Searches, 72
Employee Assistance Plan: 35
Evaluation: 16; Instruments, 16; Adding Comments to Personnel Record, 17
Excellence in Education: 72
Extracurricular: Posting of Vacancies, 64; Supervision, 64; Salaries, 64-65

F

Facilities: For Teachers, 28
Family: Illness, 17; Death, 19
Flexible Benefits Plan: 35

G

Graduate Credit Compensation: 39
Grievance Procedures: Appearance and Representation, 3; Definitions and Procedures, 1; Limitations, 4; Stage I, 1; STAGE II, 2; Time Limits, 1-4

H

Half-Days: 10
Health Insurance: 31; Retirees, 33

I

Injury: Accumulated Sick Leave, 26; Workers' Compensation, 27
Insurance: Disability, 34; Health, 31; Life, 34; Dental Health, 34; Employee Assistance Plan, 35; Flexible Benefits Plan, 35
Involuntary Transfers: 14

J - K - L

Last Week of School: 10
Leaves of Absence: Association Business, 7; Tenured Teachers, 20-21
Length of School Day: 8
Liaison: Teacher-Administration, 4
Life Insurance: 34
Long-Term Disability: 19
Lunch: Free Time, 8
Lunchroom / Playground Duty: 8

INDEX

M - N

Mainstreaming: 10
Master's Degree Limit: 39
Materials and Methods: Challenges, 29
Maternity Leave: 20
Meetings: Attendance at, 27
Military Leave: 20
Monitors: Noon, 9
Negotiations: Procedures, ii

O - P

Optical Insurance Plan, 35
Paternity Leave: 20
Payroll Dates: 7
Personal Freedom: 30; Outside Employment, 30
Personal Leave: 17; Before/After Holiday, 18
Personnel Record: 16
Physical Force: Use of, 26
Playground: Supervision, 8
Posting Positions: 15
Preparation Time: Elementary, 9; Secondary, 8
Professional Committee Responsibilities:
Academic Freedom, 29; Half-Days, 10; Personal
Day Before Vacation, 18; Curriculum, 23;
Sabbatical Leave, 22; Teacher Resignations, 27;
Attendance at Meetings, 27
Professional Growth: 12, 72
Protection of Teachers: Legal Claims Against,
26; Assault on Teachers, 25; Automobile Insurance,
26; Student Trips, 26; Personal Property
Indemnification, 26
Pupil Services Team Chairperson: 41

R-S

Release Time: 9
Religious Holidays: 18
Resignations: Timing of, 27; Unusual Circumstances, 27
Retirement Incentive: 13
Sabbatical Leave: Eliminated Positions, 13;
Application Procedures, 22; Remuneration,
22; Finalizing Leave, 23; Selection Process, 23
Salary Schedules: 36; Counselors, 40;
School Psychologists, 40; CSE Chairperson, 40;
PST Chairperson, 41; Science Equipment
Handler, 41; Teacher Assistants, 66
School Days: Length, 8
Seniority: 13, 15
Sick Leave: Accumulated, 17; Part-time Staff,
17; Extended Leave, 20; Maximum
Accumulated Days, 17; Personal Leave Credit,
17; Previously Accumulated, 13; Prior Service
Benefits, 13; Unused, Compensation for, 13
Special Services: Grandfather Clause, 30;

Nursing, 30; Psychological, 30
State Aid: Improvement of Teacher
Salaries, 72
Student Load: Elementary, 10; Secondary, 11
Student Teachers: Acceptance by Teachers,
31; Number Per Year, 31; Requirements, 31
Substitutes: Long-term, 13; Certification,
25; Emergency Situations, 25; Policies, 25
Summer School: 11
Supervision: By Teachers, 9

T

Teacher Assistants: 66; Accumulated Sick
Days, 66; Assault on, 25; Dues Deduction, 73;
Evaluation, 56; Grievance Procedures, 1;
Indemnification for Loss, 26; Insurance:
Health, 31; Dental, 34; Life, 34; Flexible
Benefits Plan, 35; Employee Assistance Plan,
35; Legal Claims Against, 26; Obligations, 67;
Pay Dates, 66; Personal Freedom, 30; Personal
Injury Benefits, 26; Personal Leave Days, 17;
Physical Force Used, 26; Salary Schedules, 68;
Seniority, 66; Sick Leave, 17; Substitutes, 67;
Transfers, 66
Teaching Load: 10
Tentative Teaching Assignments: 7, 14
Tenure: Areas, 14; Change of, 14, 16;
Elimination of Position, 13; Granting of, 16
Transfers: Voluntary, 14; Involuntary, 15
Travel: Between Schools, 8

U - Z

Vacancies: 13, 15, 16
Vote /Cope: 74
Workers' Compensation: 26

PREAMBLE

In order to effectuate the provisions of Chapter 392 of the Laws of 1967 (the Public Employees' Fair Employment Act), and enable the professional employees to participate in and contribute to the development of policies for the school district and to provide for the best educational interests of the pupils of the North Colonie Central School District, THIS AGREEMENT IS MADE AND ENTERED INTO on this 5th day of January, 1999, by and between the Superintendent and the Association to be effective from July 1, 1998 to June 30, 2003, consistent with the duration clause Article XXV.

The North Colonie School District hereby advises students, parents, employees and the general public that it offers equal employment and educational opportunities, including vocational education opportunities, without regard to sex, race, color, national origin, religion, disability or other minority group. Equality of opportunity in employment shall include hiring, firing, wages and salaries, promotion or any terms, conditions or privileges of employment.

Inquiries regarding this nondiscrimination policy may be directed to Title IX (Discrimination) Compliance Officer or Section 504 (Disabled) Compliance Officer at Shaker High School.

Procedures and forms related to the established grievance procedures may be obtained from the appropriate compliance officer.

RECOGNITION

The North Colonie Board of Education having determined that the North Colonie Teachers' Association is supported by a majority of the teachers in a unit composed of all professional, certificated or licensed physical and occupational therapists and assistants and excluding employees who are certified and who are employed in the positions of superintendent, assistant superintendent, business administrator, principal, hall principal, director, assistant director and department supervisor, hereby recognizes the North Colonie Teachers' Association as the exclusive negotiating agent for the teachers in such unit. Such recognition shall extend for the maximum possible period allowable under law in effect July 1, 1972.

The Association agrees that it will not cause, engage in or sanction any strike or refusal to perform the duties of employment or other concerted stoppage of work or slowdown by the members of the unit which it represents.

RIGHTS AND RESPONSIBILITIES OF THE BOARD OF EDUCATION

In order to carry out its responsibilities for the development and operation of programs providing the best possible educational opportunity for the students of the North Colonie Central School District consistent with community resources, the Board retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in the Board by law, including, by way of illustration but not by way of limitation, the following:

- (a) The supervision, direction and control of the management and administration of the school system, its properties and facilities.
- (b) The right to hire all employees and, subject to the provisions of the law, to determine their qualifications, to discharge, demote or otherwise discipline employees for reasonable and just cause and to promote and transfer employees.
- (c) The right to establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students as deemed necessary or advisable by the Board.

The exercise of the foregoing powers, rights and duties and responsibilities by the Board and the adoption of policies, rules, regulations and practices in furtherance thereof shall be the exclusive prerogative of the Board except as otherwise limited by express provision of this Agreement.

In summary, the Board cannot reduce, negotiate or delegate its legal responsibilities, but it recognizes the rights and responsibilities of the professional staff pursuant to the provisions of the Public Employees' Fair Employment Act.

NEGOTIATION PROCEDURES

A. No later than November 15, 2002 the parties will have an initial meeting to determine format and planned timeline for negotiations. If such an agreement is not concluded by March 1st, either party may request the use of mediation. The parties shall request the State Public Employment Relations Board to assist the parties to reach an agreement. Such mediation and fact-finding will be governed by the provisions of Section 209 of the Civil Service Law.

B. It is in the public interest that the opportunity for mutual discussion of matters of vital mutual concern be provided. The parties, accordingly, agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

C. Neither party in any negotiations shall have any control over the selection of the representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals and reach compromise in the course of negotiations.

D. Each side shall have the right to take and maintain its own record of the negotiations.

ARTICLE I

GRIEVANCE PROCEDURE

Section A

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers are essential to the operation of the schools, it is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances of teachers through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal and by which the Board of Education (hereinafter referred to as the Board) and its teachers are afforded adequate opportunity to dispose of their differences without the necessity of time-consuming and costly proceedings before administrative agencies and /or in the courts.

Section B

1. **Grievance** - a claim by any aggrieved party based upon any claimed violation of this agreement, rules, regulations or policies of the Board or administration.
2. **Aggrieved Party** - shall mean any person or group of persons within the negotiating unit directly affected by the grievance claim. In the case of a group of persons within the same building, a building representative may initiate the grievance as described in Section C below. If the grievance affects a group of persons not within the same building, or if the grievance appears to be associated with a system-wide application of the agreement, it may be filed by the Association directly at Stage 2.

Section C - Procedures

1. **Informal** - Within thirty (30) school days of the time the aggrieved party knew or should have known, of the act or condition on which the grievance is based (or October 1st for grievances arising during the summer vacation period), the aggrieved party, either directly or accompanied by a building representative, will present the grievance orally to the principal.

Such meetings with the principal will be held during non-school hours unless there is mutual agreement for other arrangements.

2. **Stage I** - Building Principal (and Hall Principal in the case of the Senior High School)
 - a) Within five (5) school days of the oral presentation, the Principal shall give to the aggrieved party an oral response.

If the grievance is not resolved, in the opinion of the aggrieved party, by such oral response, within five (5) school days of the oral response, the aggrieved party shall state the grievance in writing, sign and file it with the Principal on the form provided by the Superintendent's office.

- b) All grievances shall include the name and position of the aggrieved party, the identity of the provision of this agreement, policies, etc., involved in said grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party

responsible for causing the said events or conditions, if known to the aggrieved party, and a detailed statement of the grievance and the redress sought by the aggrieved party.

- c) Within five (5) school days after receiving the grievance, the Principal shall communicate an answer, with supporting reasons, in writing to the grievant and the building representative.

3. Stage III - Superintendent of Schools

- a) If the grievance is not resolved at Stage I, the aggrieved party shall, within ten (10) school days present the grievance to the Association's grievance committee for its consideration.
- b) If the grievance committee determines that the grievance is valid, then it will file a written appeal of the grievance at Stage I with the Superintendent of Schools, or a designated representative, within five (5) school days after the grievance has been presented to the committee. Copies of the written grievance and decision at Stage I shall be submitted with the appeal, and a copy of the appeal shall be forwarded to the Principal who reviewed the grievance at Stage I.
- c) The Superintendent, or a designated representative, shall give the aggrieved party, and the chairperson of the grievance committee, an answer in writing no later than ten (10) school days after receipt of the written appeal at Stage II.

4. Stage IIII - Board of Education

- a) If the aggrieved party and the Association feel that the grievance was not resolved at Stage II, the grievance committee will file an appeal in writing with the Board of Education within ten (10) school days after receiving the decision at Stage II. The Superintendent of Schools will forward the official grievance record to the Board of Education.
- b) Within five (5) school days after receipt of the appeal, the Board of Education shall hold a hearing, in executive session, on the grievance. All those listed in Stage II shall have a right to participate in this stage of the procedure. No material, allegation or remedy not presented at Stages I and II may be introduced at Stage IIII. The aggrieved party and the Association shall have the right at the hearing to confront and cross examine all witnesses, to testify and call witnesses on behalf of the aggrieved party and to be furnished with a copy of minutes of the proceedings at each stage of the grievance procedures, if such minutes were recorded.
- c) Within five (5) school days after the conclusion of the hearing, the Board of Education shall render a written decision on the grievance and forward same to the aggrieved party, the Association and the Superintendent.
- d) Upon the request of the Association, or on its own motion, the Board may pass a Stage IIII appeal directly to Stage IV without the necessity of a determination or a hearing at Stage IIII.

5. Stage IV - Arbitration

- a) If the aggrieved party feels that the grievance was not resolved at Stage IIII, and the Association determines that the grievance has merit, it may submit

the grievance to arbitration by written notice to the Board within fifteen (15) school days of the decision at Stage III.

- b) Within ten (10) school days after such written notice of submission to arbitration, a request for the selection of an arbitrator will be made to the American Arbitration Association by either party. A copy of such request shall be forwarded to the Superintendent or the President of the Teachers' Association.
- c) All parties shall be bound by the procedures of the American Arbitration Association in the selection of the arbitrator and the conduct of the arbitration proceedings.
- d) The decision of the arbitrator shall be final and binding on all parties.
- e) The costs of the service of the arbitrator will be borne equally by the Board and the Association.

6. Appearance and Representation

- a) Informational or data collection meetings dealing with the grievance shall be held during non-school hours.
- b) Hearings held under this Article shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons including witnesses, entitled to be present to attend. Such hearings will be conducted during non-school hours unless there is mutual agreement for other arrangements. There shall be no interruption of classroom activity and no involvement of students during school hours in any phase of the grievance procedure.
- c) The Board and the Association agree to facilitate any investigation which may be required and to make available any and all materials and relevant documents, communications and records concerning the alleged grievance.

Requests for information from members of the administration or supervisory staff shall be made with 48 hours' notice and in writing.

- d) All forms used in the grievance procedure shall be developed jointly by the Superintendent of Schools and the Association. The Superintendent shall have said forms printed and distributed for their ready availability.
- e) All grievance records shall be filed separately from the personnel files of the aggrieved party and shall be made available at all stages for inspection and /or copying by the aggrieved party, the grievance committee and the Board, but shall not be deemed a public record.
- f) Nothing contained herein will be construed as limiting the right of any person or group of persons having a grievance to discuss the matter informally with the building principal and having the grievance informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and the Association has been given an opportunity to be present at such adjustment and to state its views on the grievance. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment

shall be binding upon the aggrieved party and shall in all respects be final, said adjustment shall not create precedent or ruling binding upon either of the parties to this agreement in future proceedings.

- g) No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or any member of the administration against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.
- h) The Superintendent of Schools shall be responsible for accumulating and maintaining an Official Grievance Record which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and/or notes of testimony, written arguments and briefs considered at all formal stages of the procedure and all written decisions at each stage.

7. Time Limits

- a) Time limits provided in this Agreement may be extended by mutual agreement when signed by the parties.
- b) Failure at any stage to communicate the decision on a grievance within the specified time limit shall permit the Association to lodge an appeal at the next stage of this procedure.

Any grievance not advanced from one stage to the next within the time limits prescribed, shall be deemed to be resolved at the previous stage and further appeal shall be barred.

- c) In the event that a grievance is filed on or after June 1st, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro rata so that the grievance may be resolved prior to the end of the school term, or as soon thereafter as possible.

8. Limitations

Nothing contained herein shall deny to any teacher the rights provided by State or Federal Constitution and laws.

ARTICLE II

TEACHER - ADMINISTRATION LIAISON

Section A

- 1. The North Colonie Teachers' Association shall elect building representatives for each elementary school building, the junior high and the senior high school. At least once each month during the school year, the building principal shall arrange a meeting with the hall or building representative(s) to review and discuss local school problems and practices, as determined by the principal or teacher representatives. Hall principals, where applicable, shall be included. Any such meeting may be cancelled, adjourned or postponed by mutual consent. Insofar as is possible, these meetings shall be scheduled at the beginning of the year by both the building principal and the hall representatives. Items to be discussed shall have been placed on an agenda available to all parties at least twenty-four (24) hours in advance of said meetings. In the event of any emergency, either the building (or hall) representative or the principal may arrange for a special meeting.

2. The building (or hall) representative shall have the right to schedule, according to normal procedure for the school involved, Association meetings in the school building before or after school, provided such meetings do not conflict with scheduled faculty or other academic meetings or any programs involving pupils.
3. The building or hall representative shall be provided a minimum of ten (10) minutes at the end of all faculty meetings to report on matters involving representation of teachers by the Association.
4. When regularly scheduled faculty meetings are held in the morning, the school day will start ten (10) minutes earlier.
5. Except in emergency situation, faculty and departmental meetings will be confined to the normal teacher day. No teacher shall be expected to attend more than one of the following types of meetings on any given school day: faculty meetings, hall meetings and departmental meetings. This provision shall not pertain to days or parts of days during the orientation program prior to the beginning of regular school, workshop days and days during midyear and during and following final exam periods.

Section B

The Executive Committee of the Association shall file a list of all officers and committees with the Superintendent as soon as possible after their election or selection. The Superintendent shall arrange with the President of the Association at least every two (2) months or whenever necessary, a meeting of the Association's Executive Committee, together with such other administrators as they may designate, and when they deem it desirable, they shall request one or more members of the Board of Education to be present to discuss and review current school problems and practices and the administration of this agreement. Such meetings may be cancelled or postponed by mutual consent.

Section C

1. To enable teachers to more actively participate in regular meetings of the Board of Education, a copy of the proposed agenda will be mailed to the Association at the same time it is mailed to Board members. This will enable teacher representatives to prepare and/or request to speak on items of common concern.
2. The following will be transmitted to the Association, except for item "c", as indicated:
 - a. Official minutes of Board meetings.
 - b. Monthly financial statements and line-item reports, as available.
 - c. Annual official auditor's report of the North Colonie Central School will be made available for inspection by the Association.
 - d. Officially set tax rate for the current school year, per assessed value and per real value.
 - e. Estimated total assessed value of real property within the North Colonie Central School District.

- f. Equalization rate for the school year, as determined by the State of New York.
 - g. Student enrollments, by school and grade level, if available, for the current school year.
 - h. State aid ratio currently in effect for North Colonie Central Schools.
 - i. Distribution of teachers by step in North Colonie.
3. The Association may request meetings with the Board of Education and the Superintendent in executive session. A copy of the proposed agenda is to be submitted with each request.

Section D

Prior to the institution of any expanded or additional program involving the members of the bargaining unit, the administration will inform the Association of such proposed program permitting sufficient time for study and recommendation prior to implementation of such program.

Section E

The Superintendent shall provide copies of the Administrative Policy Handbook to the North Colonie Teachers' Association to be distributed for building representatives throughout the district. Each handbook shall be updated as changes occur.

Section F

The Board of Education shall provide a copy of the Board's Policy Handbook for each building representative in the district. Each handbook shall be updated as changes occur.

ARTICLE III

TEACHERS' ASSOCIATION RIGHTS

- 1. The Association will have the right to use buildings without cost at reasonable times for meetings. The use of the building will be scheduled according to the procedure established by the principal for the building in which it is desired to hold a meeting.
- 2. The Association may provide one bulletin board in each faculty lounge for the exclusive use of the Association. In addition, the Association shall have the right to:
 - a. post notices of its activities and matters of Association concern on faculty bulletin boards;
 - b. place notices, circulars and other materials in teachers' mail boxes
- 3. At the times of the four regularly scheduled Association meetings provided for in the Association By-Laws, no other intra-district activity shall be scheduled.

4. The officers of the Association will be given a half (1/2) day on the first day of new teacher orientation day to orient teachers new to the district to the functions and philosophies of the North Colonie Teachers' Association. If the Association does not intend to use the one-half day, notice shall be given to the Superintendent by July 1st of each year. In addition, the officers of the Association will be given forty-five (45) minutes on pre-school workshop day to orient the members of the present teaching staff.
5. The Association will be allowed up to 15 leave days per year to conduct necessary business. The assignment of this time will be made among the officers, building representatives and committee chairpersons of the Association, and the cost of substitutes shall be paid by the Association. Notice of such leave shall be given to the building principal before the close of business of the previous school day. Such leave shall not be charged to the individual's sick or personal leave time.
6. If and when the District should find it necessary to eliminate teaching positions, it shall comply with the Education Law in identifying those members of the teacher unit whose employment is to be terminated.
7. The Association shall have the right to designate teachers to be granted leaves of absence for up to two (2) years without pay for the purpose of engaging in local, state or national Association activities. All benefits earned prior to such leave, as well as any new benefits for unit employees, will be credited upon return. Time for such leave shall not apply for salary steps.
8. Pay dates will continue to be scheduled each two (2) weeks. Teachers shall receive a check equal to one-fortieth of step one on the BA schedule on the first Friday of school and their individual balance on the second Friday. One-fortieth of step one on the BA schedule during the term of this contract is as follows:

1998	1999	2000	2001	2002
\$803	\$820	\$845	\$878	\$903

Beginning pay dates in the year 1998-99 shall be September 11 (partial 1st pay), September 18 (balance of 1st pay) and October 2 (full pay); year 1999-2000 shall be September 10 (partial 1st pay), September 17 (balance of 1st pay) and October 1 (full pay); in the year 2000-2001, September 8 (partial 1st pay), September 15 (balance of 1st pay) and September 29 (full pay); in the year 2001-2002, September 7 (partial 1st pay), September 14 (balance of 1st pay) and September 28 (full pay); in the year 2002-2003, September 6 (partial 1st pay), September 13 (balance of 1st pay) and September 20 (full pay) and in each year every two (2) weeks thereafter. The final paycheck in each year shall be due on the last day of school.

All staff members will have the option to choose either one twenty-first or one twenty-fifth of their annual salary. If a payroll date occurs during a vacation period, it shall be changed to the last day of classes prior to the vacation period.

ARTICLE IV

ASSIGNMENT OF TEACHERS

Section A - Scheduling of Teachers

1. Each rehired professional staff member shall receive annually by May 30, or within thirty (30) days of the signing of the agreement, whichever day is later, a tentative statement of employment, specifying the grades and/or subjects assigned and any special or unusual classes for the next school year, and a notice of appointment which shall include the teacher's appointment status, i.e., substitute, probationary or tenure. If no additional notification is received by

August 1, the tentative statement will become firm. However, the administration reserves the right to make changes in assignments for reasons such as, but not limited to, summer school results, enrollments, resignations. If such a change is contemplated, the department supervisor and the teacher involved shall be consulted wherever possible. Each rehired professional staff member shall receive within thirty (30) days of the signing of the agreement, a salary notice for the ensuing year. The school salary year shall be considered to extend from September 1 through June 30.

2. In order to assure that pupils are taught by teachers working within their areas of competence, teachers will not be assigned except temporarily and for good cause in the opinion of the Superintendent, and by mutual consent, outside the scope of their teaching certificates and /or their major or minor fields of study. This shall not apply to special area teachers teaching pupil services class children as needed.
3. In arranging schedules for teachers within the unit of recognition who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel. Such teachers will be reimbursed for use of their own cars on school business during the school day (transportation from home to the first station, and from the final station to home, not included) at the established district rate. Notification of any changes in schedules will be given as soon as practicable.

Section B

The opening and closing hours of the school day shall continue to be subject to administrative determination. The length of the elementary teacher day shall be 7.25 hours and the length of the secondary teacher day shall be 7.5 hours.

Effective July 1, 1999, in the senior high school, teachers will work an additional eight (8) minutes on Tuesday, Wednesday and Thursday (7 hours 38 minutes) and will not be required to stay beyond seven (7) hours on Friday.

For attendance reporting purposes (i.e. calculating sick and personal days) the teacher day shall be computed at 7.75 hours.

Section C

1. All staff members shall have an uninterrupted duty-free lunch period of at least one-half ($\frac{1}{2}$) hour daily, except in unforeseen circumstances. Under such circumstances, a staff member shall receive additional equivalent uninterrupted time within the next week.
2. All secondary classroom teachers, in addition to their lunch period, shall have six (6) periods in each seven (7) days free for planning and other professional activities determined by the teachers themselves. The administration and the Association building representatives in the high school will explore methods to provide an additional one (1) hour unassigned time per seven (7) school days within the daily time schedule.
3.
 - a. All elementary teachers will have a duty-free lunch period of thirty (30) minutes.
 - b. Commencing in the 1981-82 school year, there will be lunchroom /play-ground supervision subject to the following:
 - 1) Each full-time classroom and special teacher will have no more than one (1) 30-minute period of such supervision per week.

Teachers' preference will be considered in making assignments. Final assignments, however, will be made by the Building Principal. In cases where this preference is not granted, the teacher will be assigned an equitable combination of playground and lunchroom duty. If in the Principal's judgment it is possible, such duty will be followed by lunch or a preparation period. Furthermore, on days when such supervision is required, no outside bus duty will be assigned to the teacher.

- 2) All full-time staff working part-time in an elementary school will have $\frac{1}{2}$ hour of such duty scheduled in a manner proportionate to the amount of time the staff member is assigned to the elementary school subject to the provision of Article IV, Section C 3. b. (1).
 - 3) All elementary classroom and special teachers having lunchroom/playground duties and assigned full-time to classroom size groups will have duty-free preparation time of at least 250 minutes per week excluding the 30 minutes lunch period referred to in Article IV, Section C 3. a. and excluding the periods referred to in Article IV, Section C 3. c. below. Other full-time teachers will have at least a daily 30-minute preparation period.
 - 4) All full-time staff working part-time in an elementary school will be assigned this duty on a proportionate basis. This assignment will be subject to the provision of Article IV, Section C 3. b. (1).
 - 5) The same number of noontime aides as in the 1979-80 school year shall be provided for each elementary school to assist with lunchroom/playground duty and provide the same service as during the 1979-80 school year, subject to the direction of the School Principal. The Building Principal will be responsible for establishing lunchroom/playground programs.
- c. Effective July 1, 1999, two (2) times per week, in lieu of the regularly scheduled playground period, students in grades 4-6 will remain with their classroom teacher for regular instruction. Once a week, in lieu of the regularly scheduled playground period, students in grades 1-3 will remain with their classroom teacher for regular instruction.
4. a. Three noon monitors will be provided for the Junior High School to assist with lunch room and/or playground duty, and three monitors for the Senior High School to assist with lunchroom duty.
 - b. Each elementary school will be provided with a full-time clerical aide, duties to be assigned by the Principal, but primarily intended to provide assistance to the librarian and nurse-teacher.
 - c. Clerical aides will be provided for the Junior and Senior High School teaching staffs, duties to be determined by the Principal.
5. Teachers may be assigned duties such as supervision of homerooms, study hall, corridors, assemblies, loading and unloading of buses, maintaining records of students, and lunchrooms duties. Insofar as possible, the administrator in charge of the building will equalize assignments.
 6. Additional release time will be provided, when appropriate, for those teachers who demonstrate a specific need. For example, teachers may be provided with release time to consult with other staff members and interns. Such time shall be granted at the discretion of the Building Principal and will not be subject to the grievance procedure.

7. If by or during the last week of school the District has met its mandated 180 days, the days in excess of 180 will be utilized by the elementary grades during the closing week of school in June by scheduling 1/2 day sessions to allow teachers to use up to four (4) afternoons for the purpose of carrying out book inventories, record posting and other related closing activities.

In the event more than 180 days are mandated, the administration and Association's Professional Committee agree to meet to explore possible alternatives.

8. At the high school where a special administrative need exists for supervision of an extended students' detention program between the hours of 3:08 and 3:40 p.m., Tuesday through Thursday, the high school administration will post a duty roster composed of the entire high school classroom teaching staff to carry out the aforementioned duty on a rotating basis. In no case will a teacher be required to have such duty more than two times in any school year. Switching of assignments will be permitted, providing the administration is given at least two weeks advance notice.

Compensation will be one of time at the rate of fifty (50) minutes of release time for each 3:08 to 3:40 p.m. block served. The period of release time shall be outside the student day and will be determined by the teacher involved with the approval of the high school administration.

Should this extended detention program be withdrawn, then all assigned staff members will be released from such supervision beyond the regular school day.

9. Teachers agree to attend test scoring sessions during the school calendar, beyond the school day if necessary, scheduled due to State mandate.

Section D

1. a. The District agrees that, in general, class sizes in excess of thirty (30) in grades K-6 are undesirable. The District further agrees that no more than 20% of the total number of sections in grades K-6 will exceed 30, and none will exceed 33.
- b. When mainstreaming students with disabilities, procedures for placement and special assistance for students shall be provided as outlined in Part 200 of the Commissioner's Regulations. Depending upon the severity of the disability, assistance may be provided in the form of resource teacher assistance (LRA), consultant teacher, teacher aide or teacher assistant.

When placing a child with disabilities into a classroom situation where there is more than one section, the principal may consider all aspects of all of the classes, i.e., class size, composition and staffing. This is not subject to the grievance procedure.

2. a. In the Senior High School, with an eight (8) period schedule, no more than six and one-half (6½) of the periods will be assigned. With a seven (7) period schedule, no more than six (6) periods will be assigned. With a six (6) period schedule, no more than five (5) periods will be assigned. All teachers may be assigned a maximum of five (5) teaching periods (including laboratory assignments). Other assignments may be for study hall, supervision, correction (English teachers) or conference periods and other responsibilities as may be needed.

In the high school, with an eight (8) period schedule, each teacher shall have at least one and one-half (1½) preparation periods (or the equivalent) per eight (8) period rotation. The length of the teaching day will remain the same.

- b. In the Junior High School with a 7 period schedule, no more than six of the periods will be assigned. With an 8 period schedule, no more than seven periods will be assigned. All teachers may be assigned a maximum of 5 teaching periods (including laboratory assignments). Other assignments may be for study hall, correction (English teachers) or conference periods and other responsibilities as may be needed.
 - c. The total student load for senior and junior high school teachers shall not exceed 145 students (defined as full-time students or the equivalent thereof), with the exception of art, physical education, music and exploratory subjects.
3. a. In the Junior High School, the following subjects may have the approximate number of students indicated:
- 1. PE - 30
 - 2. Home and Careers, Technology Education and Art - 21
 - 3. Music - 30
 - 4. Language - 30
- b.
- 1. If the "block system" is maintained in the Junior High School, the student load shall not exceed 145.
 - 2. Junior High School block teachers shall have one (1) planning and one (1) preparation period per day.
 - 3. Science classes - 30 maximum under a five (5) teaching period assignment.
- c. All other subject teachers in a 7 or 8 period day may be assigned a maximum of five teaching periods, shall have one preparation period and a 30-minute lunch. The balance of the day may be assigned for other responsibilities including supervision, remediation and such other professional duties as necessary.
- d. Supervision duties may include a maximum of 20 minutes of lunch supervision. In the event the teacher is assigned only 4 teaching periods, an additional 20 minutes of lunch supervision may be assigned.

In the event the above schedule is deemed to be ineffective by the administration, any adjustment made shall occur only after consultation with those teachers affected.

Section E

Academic Summer School

If the District operates an Academic Summer School for high school make-up credit, the following conditions of employment shall apply:

- 1. The term and class hours shall be as required in the regulations of the Commissioner of Education.

2. Salary per Summer School course

	1998	1999	2000	2001	2002
Step 1	\$1209	\$1245	\$1282	\$1320	\$1360
Step 2	1428	1471	1515	1560	1607
Step 3	1538	1584	1632	1681	1731

3. Sick leave - Summer School teachers will be allowed a maximum of two (2) days for sick leave (non-cumulative and distinct from sick leave under Article VIII of this contract, which sick leave may not be applied to the Summer session.) Furthermore, sick leave for the Summer session may not be applied to Article V, Section D of this contract.
4. Projected Summer School positions shall be posted as soon as possible but no later than May 15th. When additional courses/sections are required by student enrollments, job postings shall be made as soon as such courses/sections are projected.
5. Preference in hiring for Summer School positions shall be given to qualified members of the District's regular teaching staff.

Section F

Professional Growth

In order to provide teachers with an opportunity to stay current in their respective fields teachers, except counselors and psychologists, may be required to participate (at no cost to the teacher) in up to nine clock hours of district approved in-service or workshop courses over a three year period. Such courses will be offered during the instructional year without compensation. The courses will be after the school day but not on a weekend or over a vacation unless the teacher chooses. The teacher will be given at least thirty days notice of the in-service or workshop.

If a teacher feels that the assignment by the district is unfair or punitive, s/he may appeal the assignment. The teacher and administrator will present their cases in writing to the Professional Committee. Either may appear in person if s/he so chooses. If the Professional Committee finds in favor of the teacher, the case will be referred to the Superintendent. The Superintendent will meet with the teacher and administrator before making the final decision. The decision of the Superintendent will not be subject to the grievance procedure during the life of this agreement.

ARTICLE V

TEACHER EMPLOYMENT

Section A

All newly employed or reinstated teachers may be allowed credit only for previous actual teaching experience which shall be defined as full-time salary teaching or supervision in an accredited public or private school or university for a major portion of the academic year.

Section B

1. Teachers who have resigned from the North Colonie Central School District having worked at least five (5) months in the school year of their resignation and not returning within the school year of resignation, will upon returning to the system, be placed on that step of the salary schedule next above that at which they left.
2. Previous accumulated unused sick leave days shall be restored to all returning teachers who had previously earned tenure in North Colonie, minus sick-pay compensation received.

Section C

Tenured teachers whose positions are eliminated under provisions of Education Law §2510 shall be assigned to vacancies in their areas of certification on the basis of seniority in the system.

In the event a tenured teacher's position is eliminated, the deadline for filing a sabbatical application pursuant to Article X of this contract shall be extended to April 1st.

Any tenured teachers for whom no vacancies are available in their areas of certification shall be assigned to such vacancies for which they can qualify within a year, provided the Superintendent is not denied an excuse of default certificate.

In addition, all teachers, including probationary teachers whose positions are eliminated under the provision of Education Law §2510, shall have preference in filling long-term substitute positions for which they are qualified and per diem substitute positions.

Section D

1. Unused Sick Leave Days

Effective July 1, 1985 any tenured teacher leaving the District will be eligible to receive compensation for unused sick days. Any teacher who has lost sick leave days on account of the previous limitation on accumulation of 250 upon leaving the District will have such lost days restored to determine compensation under this section. The amount of compensation will be determined using the following formula:

Amount of compensation = number of accumulated unused sick days minus (8.75 x years of service or 175, whichever is less) x \$60.00.

Upon retirement from the District the teacher will have the option to utilize any or all of the compensation pursuant to this section for payment of future health insurance premiums.

2. Retirement Notice Incentive

Effective July 1, 1995, tenured staff who have completed ten years of continuous district service, and notify the district seven months (December 1st) in advance of their effective June date of retirement or fourteen months (December 1st) in advance of their effective date of retirement at the end of January will be granted a retirement notice incentive. Such retiring members must be at least 55 years of age but no older than 62 years at the date of retirement. Such retirement notice incentive will be payable the month after the person retires. Notice of intent to retire under this provision may be revoked by the staff member for extenuating circumstances as determined by the Superintendent if such notice of intent to revoke is provided at least ninety (90) days prior to the date of retirement.

The incentive shall be calculated as follows:

Number of years credited in the New York State Retirement System x \$342, to a maximum of \$8,000.

Any teacher who has utilized all accumulated sick leave and the six-month disability, and is not currently working, may not apply for the Retirement Notice Incentive, except in special circumstances as determined by the Superintendent of Schools. The decision of the Superintendent of Schools shall not be subject to the grievance procedure.

A teacher, even though he/she, may not yet be 55 at the time of retirement, may apply for the retirement notice incentive only with the approval of the Superintendent. Such a request may be for a June retirement only. If approved, the teacher would retire at the end of June, even though he/she is not 55 and is not eligible to receive Teachers' Retirement benefits. The teacher would, however, be entitled to all North Colonie retiree benefits effective as of the date of the resignation. Such incentive or the denial thereof shall not be subject to the grievance procedure.

ARTICLE VI

NEWLY EMPLOYED PERSONNEL, TRANSFERS AND ADMINISTRATIVE POSITIONS

Section A

Notice of assignments for all newly employed personnel, including their tentative positions (including the school or schools to which assigned, the grade and/or subjects to be taught, the number of classes and any special or unusual classes for the next year) shall be given by May 30 or within thirty (30) days of the signing of the agreement, or within thirty (30) days after appointment, whichever day is later. If no additional notification is received by August 1, the tentative statement will become firm. However, the administration reserves the right to make adjustments in schedules. Assignments shall be within the type of service for which the teacher has been appointed by the Board.

Section B

1. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may inquire at any time to ascertain the possibility of such a vacancy in the following year and may file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which the teacher desires to be transferred, in order of preference. Whenever the Superintendent knows of such a vacancy, the teachers who have filed an application for such position will be notified as promptly as possible. No such transfers shall be requested after June 30 for the ensuing year.
2. As soon as possible, each applicant shall be notified of the appointee to such position.

Section C

In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher will be honored to the extent that they do not conflict with the instructional requirements and the best interests of the school system.

Section D

Tenure areas shall be as follows:

Elementary	K- 6
English	7-12
Math	7-12
Science	7-12
Social Studies	7-12
Foreign Languages	7-12
Special subject areas	K-12

A tenure teacher transferring from one area to another shall be required to serve a two (2) year probationary period in order to attain tenure at the new level.

Section E

1. The parties agree that involuntary transfers or reassignments will be made only when necessary and in the best interest of the school system.

At least thirty (30) calendar days' notice of an involuntary transfer or reassignment shall be given to teachers .

2. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the administrator in charge, at which time the teacher will be notified of the reasons therefor. In the event the teacher objects to the transfer or reassignment at this meeting, the teacher may request a meeting with the Superintendent.
3. Teacher preference and inverse seniority shall be a factor in determining involuntary transfers. Teachers being involuntarily transferred shall be notified of the positions available in their areas of tenure and/or certification. Such teachers may request the positions, in order of preference, to which they desire to be transferred. Their preference will be one of the factors considered in making the transfer.

Section F

1. All vacancies in administrative positions, as defined in paragraph 5 of this section shall be posted in every school clearly setting forth a description of and the qualifications for the position, including the duties and salary.
2. When school is in session, such notice shall be posted as far in advance as practicable, ordinarily at least fourteen (14) school days before the final date when applications must be submitted and in no event less than ten (10) school days before such date.
3. Teachers who desire to apply for such vacancies shall submit their application in writing to the Superintendent within the time limit specified in the notice.
4. Teachers who desire to apply for a position (administrative or other) which may be filled during the summer vacation period shall submit their applications for said position to the Superintendent, and an address where they can be reached during the summer vacation period.
5. Administrative positions are defined as follows:

Administrative positions are positions not within the bargaining unit, and appointments thereto are not subject to the grievance procedure provided the provisions of Section F have been met.

Positions entitled to extra compensation, such as coaching positions and those extracurricular positions referred to in Article XXII, Section E, will not be considered "administrative" positions, but when vacancies occur, they will be, nevertheless, posted in the school involved. Positions for which some other process for selection is provided elsewhere in this Agreement, such as curriculum positions, shall not be considered administrative and will not be affected by the provisions of this Article.

6. Special consideration will be given to properly qualified and certified candidates from within the District.
7. If an applicant who is not selected for such a position requests the reasons from the Superintendent, such reasons shall be given orally.

Section G

The President of the North Colonie Teachers' Association shall be notified of all newly created or re-established positions.

Section H

The Superintendent shall notify the President of the North Colonie Teachers' Association of vacancies within the District as they become known. A job description concerning such vacancies shall be given to applicants upon their request.

ARTICLE VII

EVALUATION AND TENURE

Section A

1. Teachers who have been transferred to a different tenure area shall not lose their tenure in the original area until they shall have been granted it in the new area.
2. A three-year probationary teacher shall be informed of action taken regarding tenure by the Board of Education not less than one hundred fifty (150) calendar days prior to the end of the probationary period.
3. Any teacher with a probationary period of fewer than three (3) years shall be informed of action taken by the Board of Education regarding tenure not fewer than sixty (60) days prior to the end of the probationary period.

Section B

Evaluation shall be a continual process throughout the school year and shall be a means of helping staff members to do the best possible job in enabling pupils of this District to realize their potential.

1. Any instrument used for evaluation shall be considered as a constructive, evaluative tool.
 2. All mutually agreed upon evaluation instruments are made a part of this agreement by reference thereto. Said instruments shall be filed in each Principal's office and with the Association and shall be available for teacher review. *
 3. Each person being evaluated shall see the completed evaluation before it is permanently filed with the Building Principal and Superintendent. There shall be space for the teacher's signature and any comments that the teacher may wish to make thereon.
 4. Formal evaluation shall take place during each of the probationary years in the District and thereafter at least every third year.
 5. Evaluation shall be conducted by the principal, hall principal, district director, department supervisor or other supervisory personnel.
- * By mutual agreement which shall not be subject to review and which shall be entered into no later than April 1 in any year between the evaluator and the teacher, a narrative form of evaluation may be substituted for the evaluation instrument on file

Section C

1. There shall be only one permanent personnel record folder which shall be known as the Official Personnel Record.

2. Teachers shall have the right, upon request, to review the complete contents of the Official Personnel Record, with the exception of confidential material received prior to employment or copies of letters of recommendation, and to make any written comments that they so desire concerning the contents therein. The purpose of such a review shall be to clarify any statements that might be misleading or ambiguous concerning that teacher's employment in the District. Such comments shall be incorporated as part of the Official Personnel Record.
3. On the consent of the Superintendent, teachers shall have the right to withdraw any and all comments they have previously submitted in response to contents of their Official Personnel Record.

ARTICLE VIII

SICK AND PERSONAL LEAVE

Section A

Professional employees shall be entitled to fourteen (14) days of absence due to personal physical and/or mental disability per year without loss of pay earned at the rate of 1.4 days per month. However, during the first year of employment, such leave is credited as of the first teaching day. Staff members on an eleven or twelve month year shall be credited one and four-tenths (1.4) days' sick leave for each additional month beyond the ten month year. Five days per year of such sick leave may be used for illness in the immediate family.

A teacher who returns to work with few or no accumulated sick days will be reimbursed at the end of the year for any pay docked due to a shortage of accumulated sick days, provided he/she accumulates sufficient days by the end of the school year to cover the shortfall.

Sick leave and personal leave for part-time staff first appointed to a position to start after June 30, 1995 will be pro-rated based on the employee's full-time equivalent (FTE) assignment. (For example: A $\frac{1}{2}$ time assignment will generate $\frac{1}{2}$ the benefit of a full-time assignment. That is, a $\frac{1}{2}$ time assignment will generate 7 full days of sick leave. When absent, a $\frac{1}{2}$ time teacher (who works $\frac{1}{2}$ of each day) will have $\frac{1}{2}$ of a full day deducted from his/her sick leave accumulation.)

1. Effective July 1, 1995, days of sick leave, if unused, may be accumulated beyond three hundred ten (310), but the days in excess of three hundred ten (310) may not be utilized for payment of unused sick days under ARTICLE V, Section D(1). Teachers shall be informed in writing once a year of their number of accumulated sick leave days. (Accumulation through the end of June by October 1 following.)
2. Effective July 1, 1986, teachers shall be allowed two (2) days per year for personal leave. Teachers in the District three (3) or more years shall have one (1) additional day. Such days shall not be chargeable to accumulated sick leave. All unused personal days shall be credited to accumulated sick leave to the extent permitted under subparagraph (1) hereof. Personal leave shall be defined as absence required to conduct personal business matters not possible during non-working hours. Personal leave shall not be used for purposes such as recreational travel, shopping or sporting activities.

Business of or related to the North Colonie Teachers' Association shall not be considered "personal business," except as provided in Article III hereof.

Notice of such leave should be given to the principal or other agency to be called in case of absence; otherwise, a day's pay will be deducted. The day

immediately preceding or following a holiday or vacation may not be used for personal leave, except for circumstances considered by the Professional Committee of the Association and the Superintendent to be extenuating.

The procedure for applying for personal leave for a day immediately preceding and/or following a holiday or vacation is as follows:

- a. The applicant will apply to the Professional Committee for said leave as far in advance as possible, with a copy of said application to the building principal. The Committee will consider the application and make its recommendation on approval to the Superintendent who will consider the recommendation and make the final decision.
- b. In cases where advance application cannot be made, then the application shall be made retroactively following the procedure in "a" above.

Section B

Staff members will be entitled to the following absences with pay each year, with such days not to be deducted from sick or personal leave:

1. Not exceeding three (3) days for religious holiday requiring absence during school hours. In the event any such days are included in the regular school calendar as a holiday, the number hereby granted shall be correspondingly reduced.
2. Time necessary for North Colonie Teachers' Association elected voting representatives to attend New York State United Teachers and/or American Federation of Teachers conferences and conventions; also included here shall be delegates to the New York State Teachers' Retirement System.
3. Time necessary for members of this unit to attend conferences, conventions, workshops or class visitation not to exceed three (3) days is to be granted under the following policy:

Provisions for conferences, conventions, workshops and meetings approved by the Superintendent of Schools:

- a. Application made through department supervisor or principal, as appropriate and forwarded to Superintendent at least ten (10) days in advance of conference.
- b. Absence from classes, generally, not to exceed three (3) school days.
- c. No charge to personal leave.

Such absence may be approved providing the following conditions are met:

- a. Conference, convention or workshop must be concerned with the staff member's teaching area.
- b. Participation is deemed by the Superintendent to be of value to the district generally.
- c. Such absence does not create an undue staffing problem in the department or school in question.
- d. Funds being available, expenses will be paid as per procedures for the 1971-72 school year. The immediate curriculum supervisor will notify department members in junior high, senior high and elementary special

areas of monies available for conferences, conventions or workshops. Through the office of the Assistant Superintendent, elementary teachers will continue to be notified of conferences, conventions or workshops and the funds available for such. Members of the library- audio visual and pupil personnel services departments will be notified by their district director.

4. Time necessary for appearances in any legal proceedings connected with the teacher's employment or with the school system, or for the performance of jury duty, or because of a subpoena in a legal matter in which the teacher is not personally involved. A staff member taking such leave shall reimburse the school district in the amount of any fees received as a juror or witness.
5. Not exceeding five (5) days at any occasion in the event of the death of a teacher's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, sibling, grandfather, grandmother or grandchildren.

In the event of a death of someone not appearing on the above list, the teacher taking time from personal and / or sick leave to endure the death, shall be afforded the option of retroactively applying to the district for the reinstatement of leave time so used not to exceed five (5) days.

Such application shall be made to the Professional Committee, which will consider the application and submit its recommendation on approval to the Superintendent. The Superintendent, after considering the recommendation, shall make the final decision.

Section C

1. Any employee covered under the terms of this agreement who has taught in the district at least three (3) years, such employee being totally disabled and unable to work and having exhausted all accumulated sick leave, will be paid full salary for up to six (6) months, according to what would be the normal pay periods. Such person, returning to work, shall have the time used restored at the rate of two (2) months per year. This is intended for the long-term rather than the short-term disability.

Part-time employees shall become eligible for and be paid regular salary for that fraction of the six (6) month period which corresponds to their full time equivalency (FTE). For example, a half-time employee having been employed in the District for six (6) years would receive his/her regular salary for three (3) months.

Definition:

Whenever the phrase "long-term disability and/or short-term disability" is used, it is intended to be applied to mean that a "long-term disability" would include such things as a heart attack or major surgery where early return to work would be ill advised, and "short-term disability" would mean an absence after all accumulated sick leave had been used up for such things as the flu, a virus infection, gout, etc.

2. Any teacher having taught in the district at least three (3) years, whose personal illness extends beyond the period of accumulated sick leave (plus the six-month disability period specified in Section C-1 of this Article), will be granted a leave of absence without pay for such time as it is necessary for complete recovery from such illness up to a maximum of two (2) years.
3. All benefits to which any teacher having taught at least three (3) years was entitled at the time the aforementioned leave of absence commenced,

including, accumulated sick leave, if any, will be restored upon return to work, and assignment will be made to the same position held at the time said leave commenced, if available, or if not, to a substantially equal position. A teacher who returns from such leave will be placed on at least the same step of the salary schedule as when the leave commenced, except that a teacher having served at least five (5) months in the school year when the leave commenced shall be placed on the next higher step of the salary schedule upon return.

Section D

In the event of serious illness in the immediate family (spouse, child or parent), a teacher may apply for extended family illness leave, not to exceed five (5) days. Such leave shall be at the discretion of the Superintendent and will be deducted from the teacher's accumulated sick leave.

Additional five (5) day periods may be applied for only in the case of serious illness of spouse or child.

"Serious illness" is intended to mean such occurrences as cancer, organ transplant, stroke, heart attack or other life threatening conditions and not such conditions as flu, viral infection, bronchitis, etc.

This leave is not subject to those referenced in Article VIII, Section A. Such leave or the denial thereof shall not be subject to the grievance procedures.

ARTICLE IX

EXTENDED LEAVES OF ABSENCE

Section A

1. A leave of absence without pay for one (1) or two (2) years will be granted to any teacher who has taught three (3) or more years in the district who joins the Peace Corps, VISTA, National Teacher Corps or for study purpose. Participation in such programs must be full time. A leave of absence for one (1) year as an exchange teacher may be arranged through normal channels and with standard fiscal arrangements, provided the Board is satisfied of the quality of the teacher being received in the district. Notice should be given of intention of taking any of these leaves by February 1 of the year preceding the leave. Upon return from such leave, a teacher will be considered as though actually employed by the Board during the leave and will be placed on the salary schedule at the level which would have been achieved if the teacher had not been absent.

Section B

Military leave will be granted to any teacher as provided by the law. Upon return from such leave, a teacher will be placed on the salary schedule at the level which would have been achieved had the teacher remained actively employed in the system during the period of the absence up to a maximum of four (4) years. (This would include being called to active duty as a member of the National Guard of the United States, Air and Army, and as a member of any branch of the Reserve Forces of the United States, Army, Navy, Air Force, Marine or Coast Guard.)

Section C

Maternity or paternity leave will be granted upon request for reasons of care of a child from birth, from the end of the disability period or from the date of the adoption of a pre-

school child, hard-to-place or handicapped child, in accordance with, and as limited by, New York Labor Law Section 201c.

Conditions of such leave are:

1. Part-time, temporary or first year teachers shall be permitted leave here-under **only** for the balance of the school year during which such leave started. All other teachers will be subject to paragraph "D" hereof.
2. Leave shall be without pay.
3. When pregnancy occurs during the school year, the pregnant teacher may teach as long as physically capable of doing so, but she shall be required after the sixth (6th) month of pregnancy to produce her doctor's written authorization to do so, and thereafter on a monthly basis.
4. The teacher on leave under this Section must return to a position no later than two (2) years following the date of birth or adoption. Unless extenuating circumstances exist, as determined by the Superintendent of Schools, return shall be at the start of a semester only, and notice of intention to return shall be given by March 1 for September returns and by July 1 for second semester returns.
5. Nothing herein shall be construed to prohibit re-employment of any teacher whose leave under this Section has expired without a return to work.
6. A teacher on maternity or paternity leave will have the option to retain all medical/dental coverage as provided by the current insurance policies, provided that the teacher pays the full premium.
7. When the teacher returns to a teaching position, that teacher will be credited with all the benefits earned prior to the leave and also any new benefits to which entitled.
8. Salary upon return after leave will be at the next step directly above the last year or portion of year taught before the leave. A "portion of year" shall be defined as a minimum of a five (5) month instructional period.
9. No teacher shall be eligible for a subsequent leave under this section until s/he shall have returned to full time teaching for an additional one (1) year period.

Section D

A leave of absence, on terms and conditions established by the Board on the recommendation of the Superintendent, may be granted to any tenure teacher at the discretion of the Board.

Section E

Any teacher who is on paid sick leave for four (4) consecutive work weeks must, on request, submit medical documentation to inform the District of his/her current medical diagnosis, prognosis and treatment plan.

In case of disability extending beyond four (4) consecutive weeks under Article VIII, Section C, or Article IX, Section C, for which the teacher is receiving remuneration, the Board of Education may require the teacher to submit to a physical and/or mental examination.

Said physical and / or mental examination shall be at the expense of the District and by a physician designated by the Board of Education.

The purpose of said physical and/or mental examination shall be to determine whether the teacher involved is physically and / or mentally able to return to work.

The teacher's consent shall be required for a subsequent examination within six (6) months.

ARTICLE X

SABBATICAL LEAVE

Section A

Any certified employee covered by this agreement, who has achieved tenure in the District and who has completed seven (7) consecutive years of active service in the District, shall be eligible for sabbatical leave. Application for sabbatical leave will be made through the Professional Committee and forwarded to the Superintendent with recommendations. Any approved leave shall not interrupt continuity of service. After a sabbatical leave has been taken, the teacher shall serve another seven (7) consecutive years before becoming eligible for another such leave.

Such leave shall be for the purpose of study approved by the Superintendent which, in the opinion of the Board of Education, will enhance the employee's effectiveness upon return or, in the case of any currently employed tenured teachers, regardless of length of service, whose positions have been terminated under Education Law §2510, will enable them to be admitted to a full-time college program leading to qualification within one year in another area of certification, providing there is an available position in such new area. The duration of the leave period shall be either one (1) year or one-half ($\frac{1}{2}$) year. The employee will be expected to return to active service in the district for a period of at least two (2) years following a sabbatical, and will, before being formally granted such leave, execute such documents as will, in the opinion of the Board, ensure either a return or financial restitution.

Section B

Remuneration shall be at the rate of 60% pay for one (1) year or full pay for one-half ($\frac{1}{2}$) year, and shall be computed using the employee's actual salary during the year of leave as a base.

The teacher granted a sabbatical leave shall report any monetary award received over and above actual expenses incurred by reason of the sabbatical itself, such as a fellowship, scholarship, assistantship, grant, honorarium or other such award. In the event of such award, the district's payment of sabbatical salary shall be adjusted so that under no circumstances will the combination of sabbatical salary and other award exceed 100% of the teacher's regular gross salary in the district.

Section C

The employee granted such leave shall be considered an employee of the district and shall be eligible for all rights and benefits of the district professional employees. Among such rights and benefits shall be included the following:

1. The opportunity to return to the same position held before taking leave.
2. Credit for a year's employment by the District by remaining on step during and after the time of leave.

3. The right to receive remuneration by the method in effect throughout the district and to have all specified deductions continued during the leave period.
4. A guarantee of all insurance and other benefits provided by the Board of Education, and the continuing opportunity to participate in all voluntary programs in effect in the district open to regular professional personnel.

Section D

One of the bases for selection of employees who are granted sabbatical leave shall be seniority, except that for those employees previously granted a sabbatical leave, new seniority shall start at the termination of such leave. From the qualified applicants, up to two (2) of those eligible may be granted sabbatical leave in any one year. Only one (1) full year or two (2) one-half year sabbaticals may be granted in any one (1) year. Consideration will be given to teachers whose positions have been eliminated under Education Law, Section 2510, under the conditions set forth in Section A hereof. The deadline for filing applications to the Superintendent for sabbatical leave shall be February 1 of the year prior to the school year during which the sabbatical leave would be taken.

Section E

The sabbatical award will become final only when the proposed program of studies is confirmed by the teacher and the enrolling institution. Such confirmation is to be made by June 1st for leaves commencing September 1st and by November 1st, if possible, but no later than December 1st, for leaves commencing February 1st.

ARTICLE XI

CURRICULUM

Section A - Organization and Content

The vertical organization in each curriculum area shall take into account the logical structure of the subject, the difficulty of the material as related to the pupil's intellectual maturity and the relation of the field to other fields. Content shall be organized in such way that pupils may progress towards increasingly mature utilization and organization of their knowledge. Elementary and secondary curriculum shall be closely coordinated so as to avoid unnecessary duplication and to insure adequate coverage of the subject matter, skills, attitudes, values and appreciations.

Section B - Development

1. All available resources should be utilized in the continuing program of curriculum study and revision. Each curriculum area shall be reviewed and evaluated periodically for its logical progression through the grades and for its practical relationship to real life situations and the future of our society. These reviews shall be based on studies of social and economic trends, and shall utilize the knowledge and skills of all levels of the professional staff, as expressed through the North Colonie Teachers' Association Professional Committee. Whenever possible, assistance will be asked of college and university personnel, and of informed citizens. The results and recommendations of various national curriculum projects shall be studied with a view to applying promising findings. Experimentation with a variety of methods of organizing the curriculum shall be encouraged.

2. The strategy for curriculum and instructional change shall follow closely the careful development of educational objectives. All supervisory personnel shall have the responsibility of developing with their staffs concrete plans for carrying out curriculum and instructional changes so they are understandable and can readily become part of the educational program in the classroom.
3. In regard to the participation of teachers in programs for curriculum study and revision, it is recognized that time must be made available for this work which does not detract from the effectiveness of the individual teacher who participates in such projects. Curriculum study may take place during the school year and/or during the summer. A summer program may be established and continued in which teachers will be "called back" during the summer at 1/200 of BA step 1 or MA step 1 for the purpose of participating in programs concerned with curriculum study and revision. This provision will take effect July 1, 1993. A minimum of two curriculum areas shall be studied during the 1992-93, 1993-94 and 1994-95 school years. Minimum curriculum shall be defined as that curriculum in effect during the 1969-70 school year. Curriculum study undertaken during the school year shall be done on school time; if mutually agreeable. Such study may be done after school. At both the elementary and secondary levels, criteria for selection should be:
 - a. Interest
 - b. Familiarity with educational objectives and trends of the District and/or school and department.

Teachers who participate in such programs shall be chosen in this manner:

Section C - Method of Selection

The Assistant Superintendent shall give written notice to all teachers as to the positions that will be available and at the same time provide applications for these positions. This notification will take place on or before April 15 of the year in question. Interested teachers will then submit their application to a North Colonie Teachers' Association Professional Committee representative. The Professional Committee shall nominate up to three teachers for each position in a proposed curriculum development program. The members of the Professional Committee shall work closely in this selection process with the respective building principals, directors, department supervisors and coordinators. The names of the teachers determined by the Professional Committee will be submitted to the Assistant Superintendent, who shall be responsible for selecting, from the names submitted, the teachers who will participate in the curriculum development program. In the event that the teacher chosen for a particular position is later unable to participate, the Assistant Superintendent shall choose another person from the list submitted by the Professional Committee.

Section D - Reporting

Written reports shall be required of all committees involved in curriculum projects, and such reports shall be submitted to the Assistant Superintendent, the Superintendent and the Board of Education. The conclusions and recommendations of such committees shall then be made known to the professional personnel affected by the work of the committee, as determined by the Assistant Superintendent.

ARTICLE XII

SUBSTITUTES

Section A

Teachers shall not be responsible for obtaining their own substitutes. This shall be the responsibility of the administration of each school. Maximum efforts will be made to obtain substitutes for all teachers, including the special areas of music, art and physical education.

Section B

Substitute policies will be developed by the administration which will cause the least amount of disruption in the instructional process, and the least amount of inconvenience to teachers.

Section C

1. If available, certified teacher substitutes will be obtained for all teacher absences exceeding three (3) days.
2. For absences of three (3) days or less, the administration will provide substitute instruction.
3. In no case other than that of an "emergency" may a teacher be *required* to teach or supervise another teacher's class.
4. All high school and junior high school and elementary special teachers will at all times have prepared special substitute plans, relatively easy to follow, providing worthwhile experience for pupils and filed with the principal or hall principal. Substitute lesson plan shall include materials for at least three (3) days.

Section D

Telephone numbers and a specified time shall be provided so that the administration in each school will have notice of teacher absences and so that a qualified substitute can be in attendance at the start of the school day. In all schools, the designated supervisor and the substitute service shall be telephoned by the teacher involved. No more than two phone calls will be required.

Except in emergency situations, teachers will be expected to call at least one and one-half ($1\frac{1}{2}$) hours prior to the beginning of the school day for teachers. In cases where a determination is made by the Principal that emergency circumstances did not exist, a review of the matter will be made by the Professional Committee, which will forward its recommendations regarding the matter to the Superintendent for determination.

ARTICLE XIII

PROTECTION OF TEACHERS

Section A

1. Teachers will immediately report all cases of assault suffered by them in connection with their employment to their principal, in writing.
2. This report will be forwarded to the Business Administrator who will comply with any requests from the teacher for information relating to the incident or persons involved.

Section B

1. The school district agrees to hold teachers "harmless" from any financial loss, including attorney's fees, arising out of any claim, demand, suit, criminal prosecution or judgment by reason of any act or omission to act by such teacher within or without the school buildings, provided such teacher, at the time the act or omission complained of, was acting in the discharge of duties within the scope of employment or under the direction of the school district.
2. This shall include financial loss resulting to a teacher from taking students on trips authorized by the administration or the school district, provided the teacher was acting in the discharge of duties within the scope of employment. In view of the fact that the school district cannot legally reimburse a teacher for any additional premium on automobile insurance which may result from an accident occurring on such a trip, no teacher may be required to use a personal automobile for such a trip.
3. Teachers or their agent shall notify the Business Administrator, through the building principal, of any accident or claim against them which might be covered by this section within ten (10) days after the accident occurs or the teacher knows of the claim. In addition, a teacher shall not be entitled to the protection of this article unless within five (5) days of the time the teacher is served with any summons, complaint, process, notice, demand or pleading, the original or a copy thereof is delivered to the Business Administrator of the district.

Section C

A teacher shall notify the building principal, in writing, of any incident in which it has been found necessary to use physical force on a pupil. Such notification shall take place on the day on which such incident occurs. In cases where the teacher does not interpret the action as physical force, such notification shall be given when requested.

Section D

The school district will indemnify employees for damage, caused without negligence on the part of the teacher, to personal property necessary to be used in the discharge of duties while the employee is acting within the scope of employment at North Colonie Schools. Such an indemnification is subject to a five (\$5.00) dollar deductible and shall be determined by the Business Administrator on the basis of satisfactory explanation and proper depreciation of the article in question. Theft or other disappearance of personal property is not covered by this section.

ARTICLE XIV

PERSONAL INJURY BENEFITS

Whenever a teacher is absent from employment and unable to perform assigned or expected duties as a result of a disability caused by an assault, accident or occupational disease arising both out of and in the course of employment and is entitled to Workers' Compensation payments for such absence, the teacher will be paid full scheduled salary during such absence, pursuant to the following paragraph:

Sick days accumulated by the teacher before the absence will be evenly divided into two (2) groups. From the first group, one-half ($\frac{1}{2}$) day will be deducted for each full day of absence. Upon the depletion of this first group of days, the teacher will continue to be paid full scheduled salary for an additional period of six (6) months. After this six (6) month period, a teacher who is unable to return to work will only receive Workers' Compensation payments if entitled thereto.

The second group of accumulated sick days (one-half of the original amount accumulated before the period of absence) will be available to the teacher upon his/her return to work.

In the event that a teacher is awarded a schedule loss of use award by the Workers' Compensation Board, the District may request full wage reimbursement for the amount of wages paid during the period of absence attributable to the compensable disability. Upon receipt of reimbursement, the District shall restore all charged sick days up to the amount of reimbursement. If the award exceeds the amount of full wage reimbursement, the remainder shall belong to the teacher. If the award is less than the amount of full wages paid during the period of the disability, the restoration of charged sick days will be restricted to the amount of the reimbursement award.

The District will restore withholding tax via the normal payroll process.

ARTICLE XV

RESPONSIBILITIES OF THE ASSOCIATION AND ITS MEMBERS

The Association will be concerned with the ethical conduct of its members, using as standards the Code of Ethics of the Education Profession, adopted by the New York State Teachers' Association in November, 1968.

1. The Association will endeavor to develop and maintain in its membership a concern for the professional image of teachers as demonstrated through their life in the school and in the community.
2. The Association will hold before its membership the concept that teachers influence the boys and girls in the community and the nation by the examples they set as well as by the intellectual processes of rational thought, critical examination, self-discipline and the acquisition of skills which are a part of the interaction of a teacher and students in the classroom.

Therefore, the Association shall encourage teachers to become models of mature citizens, functioning in a free society. It shall strive to promote in its members a spirit of concern for the school, the community and the society in general. It will strive to encourage in its members a sense of responsibility which will manifest itself in such a way as to illustrate, by example, that an educated citizen is a concerned and involved citizen.

It is recognized that teachers have an obligation when terminating employment to do so at a time when the least disruption to the educational program is caused. Furthermore, except when unusual circumstances prevail, a teacher's resignation shall coincide with the end of a school year or semester. In cases where a determination is made by the principal that unusual circumstances did not prevail, a review of the resignation will be made by the Professional Committee which will forward its recommendation regarding the matter for determination by the Superintendent.

While, on occasion, teachers may not be able to attend a meeting or may need to leave before it is completed, the Association and its members recognize that through professional obligations and commitments, teachers should regularly attend PTA and hall parent meetings, faculty, special department, curriculum, IEP and professional meetings, confer with parents upon reasonable notice and assist in some student functions beyond the school day.

It is recognized that this commitment does not imply that these meetings will be excessively scheduled beyond the school day nor does it mean that except in unusual circumstances and with teacher agreement may a parent expect teachers to remain beyond the school day.

All faculty members are expected to maintain a professional appearance when at school or on school business. While there is no written dress code, it is asked that all teachers bear in mind that they serve as highly visible role models for the student body. Students and parents will consider teachers more readily as the professionals they are if they project that image.

ARTICLE XVI

FACILITIES

Whenever possible, each school shall have the following facilities:

1. Sufficient space in each classroom so that teachers may adequately and safely store instructional materials and supplies.
2. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials.
3. An appropriately furnished room to be reserved for the exclusive use of staff members as a faculty lounge. Said lounge will be in addition to the aforementioned work area.
4. Desks, chairs and storage facilities shall be provided for all teachers, either in classrooms or in teacher offices, where the latter are used.
5. In schools where teacher offices are provided, a serviceable table or equivalent and chair shall be provided in each classroom for the use of the teacher assigned there.
6. In cases where teachers are not assigned facilities in teacher offices, desks and storage facilities shall be provided in locations convenient to these teachers.
7. A separate dining area shall be provided for the use of teachers. These may be combined with lounge areas when appropriate and necessary.
8. Adequate parking areas shall be provided and maintained for teachers at all schools.
9. A telephone extension should be provided in each elementary school teacher lounge for school business use. This need should be considered in future planning.

ARTICLE XVII

ACADEMIC FREEDOM

The purpose of this statement is to promote public understanding and support of academic freedom and agreement upon procedures to assure them in the North Colonie Central School District. Institutions of education are conducted for the common good and not to further the interest of the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

Academic freedom is essential to these purposes. Academic freedom is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.

Section A

1. Teachers are entitled to freedom in the classroom in discussing their subjects. However, care should be taken not to introduce controversial matters without an attempt to present all sides of the issues.
2. The teacher is a citizen, a member of a learned profession and officer of an educational institution. When speaking or writing as a citizen, the teacher should be free from institutional censorship or discipline, but this special position in the community imposes special obligations. As a person of learning and an educational officer, the teacher should remember that the public may judge the profession and the institution by the teacher's utterances. Hence, the teacher should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others and make every effort to indicate that the teacher is not an institutional spokesperson.

Section B

1. All criticisms or challenges of materials or methods will be received courteously. Critic(s) should be thanked for their interest in the education of the community's children. The name of the complainant(s) should be requested.
2. The complainant, upon identification, will then be informed that a procedure has been established and a request for reconsideration of materials and methods form must be completed and submitted. A form letter outlining the school policy will be sent to the complainant by the Superintendent. The above-mentioned request form will be attached. The need for obtaining specific information should be emphasized as being essential to a speedy resolution of the complaint or the problem.

If the complaint has been lodged specifically at a particular teacher, that teacher shall be informed of the nature of the complaint and any other pertinent information and that the form letter (see Exhibit 1) has been sent.

3. After the written complaint is formally received, the administrator will consult with the teacher and the department supervisor concerned. The teacher shall receive a copy of the written complaint before consulting with the administrator. The official position of the school will be explained in writing to all parties concerned. No materials shall be placed, in response to the complaint, in the teacher's Official Personnel Record without proceeding through the special committee stage noted in 4, below, unless specifically authorized by that teacher in writing.
4. If the administrator feels that there may be a serious public reaction or that there is some validity to the complaint, a special committee of five (5) will be formed at the initiation of the Superintendent, consisting of three (3) members of the Professional Committee appointed by the chairperson of the Professional Committee of the Association and two (2) administrators appointed by the Superintendent, to study and consider the formal complaint. A chairperson of this committee will be appointed by the Superintendent. At this point, the teacher, department supervisor or director, and the complainant will be invited to present their views to the committee.
5. If the committee report does not end the criticism, the Superintendent will be apprised of the situation by the Review Committee, and after a review of the committee's decision, a statement regarding same will be issued to the Board of Education and the parties involved.

ARTICLE XVIII

PERSONAL FREEDOM

Section A

Teachers shall be guaranteed rights in their personal actions and in their personal lives equal to those accorded other persons in the community. Teachers shall be free to exercise their rights concerning voting, discussing political issues, campaigning for candidates and running for elective office, so long as such activities are not contrary to the spirit of Article XVII of this contract concerning academic freedom. Teachers shall be free to participate in or to decline to participate in community activities. Teachers shall be free from any restrictions concerning out-of-school positions or activities, except those items involving legal grounds for dismissal.

Section B

Teachers who seek employment in other school districts or in areas other than teaching while employed in the district, shall be free from interference. Teachers who seek other employment while employed in the district or who maintain contact with employment agencies, shall not be subject to harassment or repeated questioning concerning the reasons for such activity, and shall not be required to notify administrators of the fact that they are maintaining contacts with employment agencies. The freedom of a teacher to seek other employment and/or to maintain contact with employment agencies while a member of the School District, shall in no way be considered as being "unprofessional," and any criticism of this right shall **not** enter into a professional evaluation of that teacher nor be made a part of that teacher's official personnel record.

ARTICLE XIX

SPECIAL SERVICES

The Board will be concerned with the improvement of the district guidance and health services, as well as psychological services.

Section A - Psychological Services

Psychological services shall be provided to the district schools.

Section B - Health Services

Nursing services shall be provided for all elementary and secondary schools.

Section C

All tenured personnel who were providing services of the type listed in Sections A and B above during the 1971-72 school year will not be caused to suffer a loss in financial status because of changes in either quality or quantity of program services.

ARTICLE XX

SUPERVISION OF STUDENT TEACHERS

It is recognized that professionals in the field of education have an obligation to assist in the preparation of future teachers through participation in a planned program of supervised student teaching.

Section A

In general, the cooperating teacher shall have had a minimum of three (3) years of teaching experience, at least two (2) of them in the local district.

Section B

Teachers who desire a student teacher shall notify their building principal and/or the department supervisor or hall principal. The date when such requests must be filed shall be determined by the building principal and/or the department supervisor or hall principal. Student teachers shall be assigned only to teachers who, in the opinion of the building principal and / or the department supervisor or hall principal, are of such caliber as to ensure the student teacher the likelihood of a profitable experience.

Section C

In general, cooperating teachers shall have no more than one (1) student teacher per year.

Section D

Cooperating teachers shall be consulted prior to the assignment of a student teacher and shall have the option of accepting or refusing a student teacher.

ARTICLE XXI

INSURANCE/FLEXIBLE BENEFITS PLAN/EMPLOYEE ASSISTANCE PLAN

Section A - Health Insurance

The New York State Health Insurance Program (NYSHIP), Indemnity Plan (Core Plus Medical and Psychiatric Enhancements), also referred to as the Empire Plan, in effect on August 1, 1994, with such improvements and modifications as may be subsequently promulgated, or mutually agreed upon between the parties, will be made available to all members of this unit. The District contribution to the premiums shall be the same percentage as per the 1995-98 NCTA agreement and minimum NYSHIP requirements in effect on August 1, 1994.

This agreement does not commit the District to continuing this plan beyond December 31, 1995 if the District would be required to pay a higher premium rate or higher percentage of premium or pay for other additional financial improvements that may be mandated by future participation in the plan. Nor does it limit the District's prerogative to switch plans. In addition, if the District receives notice of a premium increase in excess of 15% of the indemnity health insurance plan in effect, the District, after consultation with the NCTA, may transfer coverage to a plan with comparable benefits. Any dispute as to comparability would be settled by arbitration before a transfer occurs. Any other change in plans may also be made upon the mutual agreement between parties.

(NOTE: It is agreed that, as a minimum, the NYSHIP Plan, and the Blue Cross Matrix One Plan and the Blue Shield Par Plus Plan are presently comparable).

In the event that a National Health Plan is adopted that would provide greater benefits than currently available with Medicare supplemental plans at no greater total cost than the NYSHIP Plan, the District shall have the right to end its Medicare Part B contributions for Medicare retiree's health insurance other than those in effect in the current NCTA contract.

In the event that a non-experience rated health plan becomes available which offers benefits comparable to the NYSHIP Empire Plan except for the requirement that the employer pay a portion of the retirees' premium, the District may, after consultation with the NCTA, change to the other plan and thereafter pay only those premiums for retirees that are detailed in the contract with the NCTA.

Eligibility for participation in NYSHIP and District contribution towards the cost of health insurance shall be limited to:

- A. Teachers employed on or after 5/1/94 and their dependents.
- B. Retired teachers and their dependents who were participating in District health insurance plans as of 5/1/94.
- C. Teachers who retired after 7/1/89, and their dependents, who are not currently participating in a District health insurance plan.
- D. Any retired teacher as of August 1, 1994 for whom the District has a contractual obligation to provide a contribution towards health insurance.
- E. Spouses and dependent children for those employees who die while in service. (Benefit limited to three years following death of employee as per contract between NCTA and District.)

This agreement does not limit the right of any other retiree or dependent to join a district sponsored H.M.O. plan with the retiree or dependent paying the total cost.

Modification to Plans

Effective July 1, 1996, the following modifications will be made to H.M.O. plans in effect on July 1, 1995 in order to limit anticipated premium increases:

- CDPHP: Change office visit copay from \$8 to \$10 Change Rx drug card from \$2 generic/\$7 brand name to \$5 generic/\$10 brand name
- KAISER PERMANENTE: Change office visit copay from \$7 to \$10
Add Inpatient Hospital copay of \$240
- MVP: Change Rx drug card from \$3 generic/\$5 brand name to \$5 generic /\$10 brand name

Employee/Employer Contributions

- a. The parties shall contribute to the total medical insurance premiums as follows for 1998-2003:

Plan	Teacher Share	District Share
NYSHIP/Individual	10%	90%
NYSHIP/2-Person	20%	80%
NYSHIP/Family	20%	80%
Any offered plan which premium is less than NYSHIP	Same percent as NYSHIP Plan	Balance

Any offered plan which premium is more than NYSHIP

Balance

Same Dollar amount as NYSHIP Plan

- b. Health and dental benefits for part-time staff first appointed to a position to start after June 30, 1992 will be pro-rated based on the employee's full-time equivalent (FTE) assignment beginning September 1, 1993. (For example: A $\frac{1}{2}$ time assignment will generate $\frac{1}{2}$ the benefit of a full-time assignment.)

Effective July 1, 1995, for an employee whose full-time teaching equivalency (FTE) is involuntarily reduced, the District will maintain his/her higher level of health and dental benefits provided before the reduction.

- c. The District will increase the percent that it pays for 2 employees of the same family in the same family plan to 10% more than it pays for family coverage for 1 employee; i.e., if District contribution for family is normally 75 %, it will pay .85 % towards 2 employee family coverage.

Retiree Health Insurance

- a. Teachers who retire as a result of a disability will be allowed to participate in any community rated H.M.O. insurance plan offered by the District at their own expense.

Effective July 1, 1998, a teacher, who completes at least twenty (20) years of district service and retires as a result of a medically diagnosed disability, will be entitled to all retiree benefits. However, medical insurance must be in a community rated plan, e.g. NYSHIP, MVP.

- b. Any person who having attained tenure and age 55 and has retired prior to July 1, 1990 shall be retained as a member of the health insurance plan at full district expense until the age of 65. Other tenured persons age 55 or older who retire after July 1, 1990 shall receive the same health benefit for individual coverage as does the working teaching staff until the age of 65.

Such coverage shall become secondary coverage in the event said retired member is furnished insurance coverage (which shall be primary) with subsequent employment prior to age 65.

- c. A retiring teacher, beginning at age 65, shall receive from the district annually the sum of \$956 to be applied to continuing district health insurance coverage or to any other plan that is mutually agreed upon.
- d. Subject to the eligibility requirements set forth in NYSHIP: A, B, C, D, and E noted above, and effective July 1, 1995, the District will pay for its retirees, as a minimum, 50% of the cost of individual coverage and 35% of the cost of dependent coverage for all health insurance plans offered to its retirees.
- e. Effective July 1, 1998, the district will pay for new retirees, as a minimum, 80% for individuals and 80% for dependents. For those who participate in NYSHIP, the district will pay either 80% for individuals and 80% for dependents inclusive of any minimum requirements set forth in NYSHIP or the minimum NYSHIP requirements, whichever is greater.
- f. Subject to the eligibility requirements set forth with NYSHIP: A, B, C, D and E noted in Section A, a teacher who is entitled to a retiree health insurance benefit, may make a future claim for that benefit even if he/she retires without taking health insurance with the district. A retiree may also change plans and/or dependent coverage.

Spouse and Dependent Children

- a. Spouses and dependent children of those employees who die while in service:
 1. May be retained as members of the health plan at the teacher contribution rate for current employees for three years following the death of the employee.
 2. May be retained as members of the plan after three years have passed, provided they pay the total premium thereby incurred.
- b. Spouses and dependent children of deceased retired members of the plan may be retained as members of the plan providing they pay the total premium thereby incurred.

Section B - Dental Insurance

The Blue Shield Dental Plan (80/20 Basic, Rider A and 50/50 Rider B with crowns) effective July 1, 1982, will remain in force for the duration of the contract.

Effective July 1, 1987, Periodontal Coverage (Rider C, 50/50) and Orthodontal Coverage (Rider D, 50/50) will be added to the contract.

Effective July 1, 1989 the School Board will contribute the following percent of dental premiums:

Plan	Board Share
Individual	90 %
Family	80 %

Section C - Disability Insurance

The Board will continue to cooperate with employees in endeavoring to develop a plan, to be entered into and paid for by the employees, and covering employees after the six months' salary for disability now provided has expired, or a total disability plan offering essentially the same protection which might be entered into by the Board and the employees cooperatively.

Section D - Life Insurance

A term life insurance policy shall be provided to all employees covered by this agreement. Such term life insurance will be equal to twice (2 times) the individual employee's annual salary. The cost of said policy shall be borne in total by the Board of Education. Any increase in premium rate per \$1000 above the premium rate in effect on July 1, 1981 shall be shared equally by the District and the members, provided the lowest bid is accepted.

Employees having a minimum of 10 years district service and having attained the age of 55, who thereafter retire under this agreement, on or after June 30, 1993, will be permitted to continue existing Term Life Insurance at teacher expense until age 65. The benefit is equal to one times their retiring annual salary, at the same rate per \$1000 of coverage charged to the district for employees who receive the benefit of two times annual salary during working years.

Section E - Flexible Benefits Plan

Effective July 1, 1996, a Flexible Benefits Plan, as permitted by Section 125 of the Internal Revenue Code, will be provided to all employees covered by this agreement. The Administrator of the Plan will be jointly selected by the NCTA and District with start-up costs paid by the District and annual administrative costs paid by the NCTA enrollees.

Section F - Employee Assistance Plan

Effective January 1, 1996 an Employee Assistance Program will be available to all employees covered by this agreement. The administrator of this plan will be jointly selected by the NCTA and District at a cost not to exceed \$8000 per year for the life of this agreement.

Section G

The terms and conditions of any plan referred to in this Article shall be controlling over any question arising under such plan and such questions shall not be a grievance under Article I.

Section H - Optical Insurance

Effective July 1, 1999, an optical plan will be provided for all active teachers and their dependents at an annual cost not to exceed \$34.56 per teacher for individual coverage and \$105.60 per teacher for family coverage in years 1999-00 and 2000-01. For years 2001-02 and 2002-03, the annual cost will not exceed \$37.32 and \$114.05. In the event that the optical insurance total premium rate increases by more than 8% for the two year period beginning July 1, 2001, it is agreed that NCTA will enter into discussion with the District to review suitable options to reduce total premium costs.

Part-time teachers appointed to a position to start after June 30, 1992 will receive individual coverage. The benefits of the plan will be mutually agreed upon by the District and NCTA.

Section I

In the event that a health insurance total premium rate increases by more than 10% annually, it is agreed the NCTA will enter into discussion with the District to review suitable options to reduce total premium costs. Such options may include increased office visit and prescription drug co-pays, in-patient hospital deductibles, or other modifications offered by health insurance companies designed to reduce costs. The implementation of such modifications may occur during the duration of this contract upon mutual agreement by the District and NCTA.

NOTES

1. All changes, except those specifically referred to, are retroactive to July 1, 1998.
2. Interest earnings on retroactive pay will be equally paid to appropriate faculty members.

ARTICLE XXII

Section A-1 Teachers' Salary Schedules :

1. 1998-99 Salary Schedule

Step	BA Salary	MA Salary	DR Salary
1	\$32,100	\$34,200	\$38,300
2	\$33,000	\$35,100	\$39,200
3	\$33,900	\$36,000	\$40,100
4	\$34,800	\$36,900	\$41,000
5	\$35,700	\$37,800	\$41,900
6	\$36,700	\$38,800	\$42,900
7	\$37,900	\$40,000	\$44,100
8	\$39,300	\$41,400	\$45,500
9	\$40,600	\$42,700	\$46,800
10	\$42,100	\$44,200	\$48,300
11	\$43,600	\$45,700	\$49,800
12	\$45,000	\$47,100	\$51,200
13	\$46,600	\$48,700	\$52,800
14	\$48,100	\$50,200	\$54,300
15	\$49,600	\$51,700	\$55,800
16	\$51,200	\$53,300	\$57,400
17	\$52,700	\$54,800	\$58,900
18	\$54,000	\$56,100	\$60,200
19	\$55,400	\$57,500	\$61,600
20	\$57,000	\$59,100	\$63,200
21	\$58,600	\$60,700	\$64,800
22	\$60,100	\$62,200	\$66,300
23	\$61,700	\$63,800	\$67,900
24	\$63,300	\$65,300	\$69,400

In 1998-99 a longevity increase of \$1,690 will be paid to all members upon the beginning of their 25th year (step 25).

2. 1999-00 Salary Schedule

Step	BA Salary	MA Salary	DR Salary
1	\$32,800	\$34,900	\$39,000
2	\$33,700	\$35,800	\$39,900
3	\$34,600	\$36,700	\$40,800
4	\$35,500	\$37,600	\$41,700
5	\$36,500	\$38,600	\$42,700
6	\$37,500	\$39,600	\$43,700
7	\$38,500	\$40,600	\$44,700
8	\$40,000	\$42,100	\$46,200
9	\$41,400	\$43,500	\$47,600
10	\$42,700	\$44,800	\$48,900

1999-00 Salary Schedule (continued)

11	\$44,200	\$46,300	\$50,400
12	\$45,800	\$47,900	\$52,000
13	\$47,200	\$49,300	\$53,400
14	\$48,900	\$51,000	\$55,100
15	\$50,500	\$52,600	\$56,700
16	\$52,100	\$54,200	\$58,300
17	\$53,600	\$55,700	\$59,800
18	\$55,100	\$57,200	\$61,300
19	\$56,500	\$58,600	\$62,700
20	\$58,100	\$60,200	\$64,300
21	\$59,600	\$61,700	\$65,800
22	\$61,200	\$63,300	\$67,400
23	\$62,700	\$64,800	\$68,900
24	\$64,600	\$66,600	\$70,700

In 1999-00 a longevity increase of \$2,190 will be paid to all members upon the beginning of their 25th year (step 25).

3. 2000-01 Salary Schedule

Step	BA Salary	MA Salary	DR Salary
1	\$33,800	\$35,900	\$40,000
2	\$34,700	\$36,800	\$40,900
3	\$35,700	\$37,800	\$41,900
4	\$36,700	\$38,800	\$42,900
5	\$37,700	\$39,800	\$43,900
6	\$38,700	\$40,800	\$44,900
7	\$39,700	\$41,800	\$45,900
8	\$40,700	\$42,800	\$46,900
9	\$42,100	\$44,200	\$48,300
10	\$43,600	\$45,700	\$49,800
11	\$45,000	\$47,100	\$51,200
12	\$46,500	\$48,600	\$52,700
13	\$48,200	\$50,300	\$54,400
14	\$49,500	\$51,600	\$55,700
15	\$51,000	\$53,100	\$57,200
16	\$52,600	\$54,700	\$58,800
17	\$54,200	\$56,300	\$60,400
18	\$55,800	\$57,900	\$62,000
19	\$57,400	\$59,500	\$63,600
20	\$58,900	\$61,000	\$65,100
21	\$60,600	\$62,700	\$66,800
22	\$62,100	\$64,200	\$68,300
23	\$63,800	\$65,900	\$70,000
24	\$66,000	\$68,000	\$72,100

In 2000-01 a longevity increase of \$2,750 will be paid to all members upon the beginning of their 25th year (step 25).

4. 2001-02 Salary Schedule

Step	BA Salary	MA Salary	DR Salary
1	\$35,100	\$37,200	\$41,300
2	\$36,000	\$38,100	\$42,200
3	\$36,900	\$39,000	\$43,100
4	\$37,800	\$39,900	\$44,000
5	\$38,700	\$40,800	\$44,900
6	\$39,700	\$41,800	\$45,900
7	\$40,700	\$42,800	\$46,900
8	\$41,800	\$43,900	\$48,000
9	\$43,100	\$45,200	\$49,300
10	\$44,600	\$46,700	\$50,800
11	\$46,200	\$48,300	\$52,400
12	\$47,700	\$49,800	\$53,900
13	\$49,200	\$51,300	\$55,400
14	\$50,800	\$52,900	\$57,000
15	\$52,200	\$54,300	\$58,400
16	\$53,800	\$55,900	\$60,000
17	\$55,500	\$57,600	\$61,700
18	\$57,100	\$59,200	\$63,300
19	\$58,800	\$60,900	\$65,000
20	\$60,400	\$62,500	\$66,600
21	\$62,000	\$64,100	\$68,200
22	\$63,700	\$65,800	\$69,900
23	\$65,300	\$67,400	\$71,500
24	\$67,800	\$69,800	\$73,900

In 2001-02 a longevity increase of \$2,940 will be paid to all members upon the beginning of their 25th year (step 25).

Effective in the school year 2001-02, should the Consumer Price Index (U.S. Department of Labor All Urban Consumer NY/NENJ) increase by more than 4.5% for the 12 month period ending 5/1/2002, a net of $\frac{1}{2}\%$ will be added to each step of the Salary Schedules for Teachers, Teacher Assistants and Occupational /Physical Therapy Assistants for each 1% above 4.5% up to a maximum of 3%.

5. 2002-03 Salary Schedule

Step	BA Salary	MA Salary	DR Salary
1	\$36,100	\$38,200	\$42,300
2	\$37,000	\$39,100	\$43,200
3	\$37,900	\$40,000	\$44,100
4	\$38,800	\$40,900	\$45,000
5	\$39,800	\$41,900	\$46,000
6	\$40,900	\$43,000	\$47,100
7	\$42,000	\$44,100	\$48,200
8	\$43,100	\$45,200	\$49,300
9	\$44,300	\$46,400	\$50,500
10	\$45,700	\$47,800	\$51,900
11	\$47,100	\$49,500	\$53,600
12	\$49,000	\$51,100	\$55,200
13	\$50,500	\$52,600	\$56,700
14	\$52,000	\$54,100	\$58,200

2002-03 Salary Schedule (continued)

15	\$53,500	\$55,600	\$59,700
16	\$55,100	\$57,200	\$61,300
17	\$56,700	\$58,800	\$62,900
18	\$58,300	\$60,400	\$64,500
19	\$60,100	\$62,200	\$66,300
20	\$61,800	\$63,900	\$68,000
21	\$63,500	\$65,600	\$69,700
22	\$65,200	\$67,300	\$71,400
23	\$67,400	\$69,500	\$73,600
24	\$69,890	\$71,890	\$75,990

In 2002-03 a longevity increase of \$2,940 will be paid to all members upon the beginning of their 25th year (step 25).

Effective in the school year 2002-03, should the Consumer Price Index (U.S. Department of Labor All Urban Consumer NY/NENJ) increase by more than 4.5% for the 12 month period ending 5/1/2002, a net of 1/2 % will be added to each step of the Salary Schedules for Teachers, Teacher Assistants and Occupational /Physical Therapy Assistants for each 1% above 4.5% up to a maximum of 3%.

Masters' Degree limit - 2

The salary differential for the doctorate is not payable for honorary degrees, the degree of Juris Doctor, or degrees earned from non-accredited institutions.

Section A-2 - Graduate Credit

1. Teachers employed after January 1, 1993 will not receive graduate credit remuneration until they receive their Master's Degree. Compensation beyond a 30 credit Master's Degree will be at a rate of \$20 per approved credit hour up to a maximum of 60 credit hours. Teachers employed prior to January 1, 1993 will be grandfathered.
2. Compensation will be paid at a rate of \$20 per credit hour for the following, if approved by the Superintendent, prior to the beginning of the course of study.
 - a. courses taken to improve a teacher's skill in the present teaching assignment
 - b. undergraduate courses directly related to the present teaching assignment which are not available at the graduate level
 - c. workshops conducted by colleges or universities
 - d. courses in administration and supervision
3. Compensation will be paid at a rate of \$20 per credit hour for the following:
 - a. inservice programs or workshops conducted under district auspices with a time equivalent of 15 clock hours for each credit hour

- b. hours compensated and pre-approved courses in progress as of January 1, 1993 under the terms of the 1989-92 contract
4. Compensation will not be granted for credit hours in excess of 90 (including Master's Degree hours).
5. Compensation will not be granted for credit hours earned while on a sabbatical leave granted under ARTICLE X of this contract. However, compensation will be granted for a degree earned.

Section A-3 Second Master's Degree

Teachers completing an **approved** second Master's Degree will receive a differential of \$1500. Approval by the Superintendent must be received prior to the commencement of the course of study. The course of study for the second Master's Degree must be in a field related to the teaching assignment, as determined by the Superintendent. Teachers approved for Master's study prior to January 1, 1993 will be compensated for a Master's Degree and will be grandfathered.

Example: Related study may include a reading, math or science degree for elementary teachers and a math degree for secondary science teachers. Examples of **unrelated** degrees are, but not limited to, elementary Master's for secondary teachers or vice versa, administrative degrees, guidance for teachers and vice versa, etc.

Section B

For all counselors, the CSE chairperson and psychologist required to work in the summer, the school work year will be September 1 to June 30 inclusive. For all other psychologists, the school work year will include three (3) days before teachers return in September. These days will be scheduled during the week preceding school opening to coincide with new teacher and parent sessions as determined by the district.

1. Stipends for counselors/psychologists will be paid as follows: For counselors and psychologists first employed after July 1, 1992 a stipend will be paid on the base of BA 1 or MA 1 at 8% for untenured and 10% for tenured staff, depending on degree held.

Example: MA 3	\$XXX
+ 10% of MA 1	+ XXX
+ Approved credits beyond MA	+ <u>XXX</u>
Total Salary	\$XXXX

For those counselors/psychologists first employed prior to July 1992 a stipend will be computed in the same manner as the 1991-92 school year by adding 8% of appropriate step for untenured staff and 10% of appropriate step for tenured staff. However, the maximum stipend will be \$6,500.

For those counselors, psychologists and CSE chairperson involved in summer work, the salary will be computed as follows:

MA or BA salary plus credit hours x 1.1, if the eleventh month is required or x 1.05 if two additional weeks are required. If less than two weeks are required, the counselor, psychologist or CSE chairperson will be paid at 1/200 per day of the appropriate 10 month salary.

For the CSE chairperson required to work during the summer, a stipend equal to the elementary PST chairpersons' will be added.

2. Additional Responsibilities for Counselors and Psychologists

In an effort to further serve students and families, counselors will, as professionals and in conjunction with the Director of Pupil Services, conduct, establish and participate in ten (10) evening programs or counseling sessions during the school year. These activities are in addition to programs generally attended by all teachers. Psychologists will fulfill the same responsibility as above for five (5) evenings per year.

Section C

The junior high school/elementary science equipment handler will receive during the school year:

1998-1999	\$2301
1999-2000	\$2359
2000-2001	\$2418
2001-2002	\$2478
2002-2003	\$2540

Each building Pupil Services Team chairperson will receive during the school year:

	Elementary	Junior High	Senior High
1998-1999	\$1670	\$2087	\$2117
1999-2000	\$1712	\$2139	\$2202
2000-2001	\$1755	\$2192	\$2290
2001-2002	\$1799	\$2247	\$2382
2002-2003	\$1844	\$2303	\$2477

In addition to remuneration, the PST chairperson in each building will be provided with clerical assistance. If there is one chairperson, he/she will not be assigned to non-instructional duties except in emergency situations as determined by the building principal. In the event that co-chairpersons are approved by the district to share the position, one-half ($\frac{1}{2}$) of the stipend will be received by each person. In the secondary schools, each co-chair will, as minimum, be released from homeroom and one supervisory period.

Section D - Coaching Stipends

Coaching stipends will be determined through use of a point system. The point values will be determined for each sport based on time, equipment, safety, management and job pressures. The document that explains how the point values are computed for each sport shall be filed in the HPEA office and with the Association and shall be available for teacher review.

1. Point Value -	\$129 per point for 1998-99	
	\$132 per point for 1999-00	
	\$135 per point for 2000-01	
	\$138 per point for 2001-02	
	\$141 per point for 2002-03	
2. Total Point Values		Total Points
Baseball		20
Baseball Varsity Assistant (B)		15
Basketball Head Varsity (B&G)		22.5
Basketball Varsity Assistant (G)		16.8
Bowling (Coed)		11

Cheerleading	11.5
Cross-Country (B&G)	16
Equipment Handler	12
Field Hockey	19.5
First Aider	12.5
Football	23.5
Golf (Coed)	11
Golf JV Head (B)	8.8
Gymnastics (B)	20
Gymnastics (G)	20.5
Ice Hockey	21.0
Indoor Track (B&G)	
Intramurals:	
Elementary After -School Intramurals	
(No determination of points - Base	
stipends plus 4 increments)	
JHS Intramurals/Extramurals	5
Lacrosse (B)	20
Lacrosse (G)	19.5
Lacrosse Frosh Head (B)	15
Lacrosse Frosh Assistant (B)	14
Lacrosse JV Head (G)	15.6
Lacrosse JV Assistant (B)	15
Lacrosse Varsity Assistant (G)	14.6
Soccer (B&G)	19.5
Soccer Varsity Assistant (G)	14.6
Soccer 8th grade (G)	9.8
Softball Head Varsity (G)	20
Softball Varsity Assistant (G)	15
Softball 8th grade (G)	10
Swimming (B)	19
Swimming (G)	18
Swimming Modified Assistant (B)	13.3
Tennis (B &G)	13.5
Track & Field (B&G)	20
Volleyball (B&G)	14.5
Weight Room Supervisor	12.5
Wrestling	20.5
Wrestling Modified Assistant (B)	14.4

Increase all other sports positions by 2% per year.

Save Harmless - In the case of those positions where the point system causes the new stipend to be less than the stipend currently received, the incumbent coach will receive the larger amount. The save harmless provision shall apply until the new stipend matches the coach's present salary.

3. Increments - Steps 2, 3, 4, 5 plus longevity steps 10th year, and 15th year.

Varsity Head	\$125
J.V. Head, Varsity/JV Assistant	\$110
Frosh Head, Frosh Assistant	
Grade 8	\$100

The coaches' salary scale will include five step increments, plus double increments at the 10th and 15th years of continuous service.

- a. Head JV Coach - 80 percent of Varsity Head Coach points
 - b. Varsity /JV Assistants and Head Frosh - 75 percent of Varsity Head Coach points
 - c. Assistant Frosh - 70 percent of Varsity Head Coach points.
 - d. Grade 8 Coach - 50 percent of Varsity Head Coach points.
4. Fall coaches working before September 1st will be paid at the rate of \$26.37 per day for summer 1998, \$26.90 for 1999, \$27.44 for 2000, \$27.99 for 2001 and \$28.55 for 2002.

Section D

1993-94 BOY'S COACHING STIPENDS

Activity	Value of 1 point: Points	Steps							Increment
		1	2	3	4	5	10	15	
Cross Country	16.0	\$2,084	\$2,169	\$2,314	\$2,439	\$2,564	\$2,614	\$3,064	\$125
Var. Head									
Football		\$0							
Var. Head	23.5	\$3,032	\$3,157	\$3,282	\$3,407	\$3,532	\$3,782	\$4,032	\$125
J.V. Head	18.0	\$2,425	\$2,535	\$2,645	\$2,755	\$2,865	\$3,085	\$3,305	\$110
Var/JV Asst.	17.6	\$2,270	\$2,380	\$2,490	\$2,600	\$2,710	\$2,930	\$3,150	\$110
Mod. Head	17.6	\$2,270	\$2,370	\$2,470	\$2,570	\$2,670	\$2,870	\$3,070	\$100
Mod. Asst.	16.4	\$2,116	\$2,216	\$2,316	\$2,416	\$2,516	\$2,716	\$2,916	\$100
Golf									
Var. Head	11.0	\$1,419	\$1,544	\$1,669	\$1,794	\$1,919	\$2,169	\$2,419	\$125
J.V. Head	8.0	\$1,135	\$1,245	\$1,355	\$1,465	\$1,575	\$1,795	\$2,015	\$110
Gymnastics									
Var. Head	20.0	\$2,560	\$2,705	\$2,850	\$2,995	\$3,060	\$3,330	\$3,580	\$125
Var. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
Soccer									
Var. Head	19.5	\$2,516	\$2,641	\$2,766	\$2,891	\$3,016	\$3,266	\$3,516	\$125
J.V. Head	15.6	\$2,012	\$2,122	\$2,232	\$2,342	\$2,452	\$2,672	\$2,892	\$110
Var. Asst.	14.6	\$1,693	\$1,793	\$1,893	\$2,013	\$2,123	\$2,343	\$2,563	\$110
Mod. Head	14.6	\$1,693	\$1,793	\$2,003	\$2,183	\$2,283	\$2,483	\$2,683	\$100
Mod. Asst.	13.6	\$1,794	\$1,894	\$1,894	\$2,034	\$2,154	\$2,354	\$2,554	\$100
5th Grade	9.7	\$1,251	\$1,351	\$1,451	\$1,551	\$1,651	\$1,851	\$2,051	\$100
Volleyball									
Var. Head	14.5	\$1,671	\$1,796	\$2,121	\$2,246	\$2,371	\$2,621	\$2,871	\$125
J.V. Head	10.8	\$1,393	\$1,503	\$1,613	\$1,723	\$1,833	\$2,053	\$2,273	\$110
Baseball									
Var. Head	22.5	\$2,900	\$3,029	\$3,153	\$3,270	\$3,403	\$3,653	\$3,903	\$125
J.V. Head	18.0	\$2,322	\$2,432	\$2,542	\$2,652	\$2,762	\$2,982	\$3,202	\$110
Var. Asst.	16.6	\$2,167	\$2,277	\$2,387	\$2,497	\$2,607	\$2,827	\$3,047	\$110
Fresh Head	16.6	\$2,167	\$2,267	\$2,367	\$2,467	\$2,567	\$2,767	\$2,967	\$100
5th Grade	11.2	\$1,446	\$1,546	\$1,646	\$1,746	\$1,846	\$2,046	\$2,246	\$100
Baseball									
Var. Head	11.0	\$1,419	\$1,544	\$1,669	\$1,794	\$1,919	\$2,169	\$2,419	\$125
Swimming									
Var. Head	19.0	\$2,451	\$2,576	\$2,701	\$2,826	\$2,951	\$3,201	\$3,451	\$125
Var. Asst.	14.2	\$1,632	\$1,742	\$2,052	\$2,182	\$2,272	\$2,492	\$2,712	\$110
Mod. Head	14.2	\$1,632	\$1,732	\$2,032	\$2,132	\$2,232	\$2,432	\$2,632	\$100
Mod. Asst.	13.3	\$1,716	\$1,816	\$1,916	\$2,016	\$2,116	\$2,316	\$2,516	\$100
Indoor Track									
Var. Head	20.0	\$2,560	\$2,705	\$2,850	\$2,995	\$3,060	\$3,330	\$3,560	\$125
Var. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110

Wrestling									
Var. Head	20.5	\$2,645	\$2,770	\$2,895	\$3,020	\$3,145	\$3,395	\$3,645	\$125
Var. Asst.	18.4	\$2,116	\$2,228	\$2,338	\$2,448	\$2,558	\$2,776	\$2,996	\$110
Mod. Head	15.3	\$1,974	\$2,074	\$2,174	\$2,274	\$2,374	\$2,574	\$2,774	\$100
Mod. Asst.	14.4	\$1,858	\$1,958	\$2,058	\$2,158	\$2,258	\$2,458	\$2,658	\$100
Baseball									
Var. Head	20.0	\$2,580	\$2,705	\$2,830	\$2,955	\$3,080	\$3,330	\$3,580	\$125
Var. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
J.V. Head	16.0	\$2,064	\$2,174	\$2,284	\$2,394	\$2,504	\$2,724	\$2,944	\$110
Mod. Head	15.0	\$1,935	\$2,035	\$2,135	\$2,235	\$2,335	\$2,535	\$2,735	\$100
8th Grade	10.0	\$1,290	\$1,390	\$1,490	\$1,590	\$1,690	\$1,890	\$2,090	\$100
Lacrosse									
Var. Head	20.0	\$2,580	\$2,705	\$2,830	\$2,955	\$3,080	\$3,330	\$3,580	\$125
Var. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
J.V. Head	16.0	\$2,064	\$2,174	\$2,284	\$2,394	\$2,504	\$2,724	\$2,944	\$110
J.V. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
Frosh Head	15.0	\$1,935	\$2,035	\$2,135	\$2,235	\$2,335	\$2,535	\$2,735	\$100
Frosh Asst.	14.0	\$1,808	\$1,908	\$2,008	\$2,108	\$2,208	\$2,408	\$2,608	\$100
Track & Field									
Var. Head	20.0	\$2,580	\$2,705	\$2,830	\$2,955	\$3,080	\$3,330	\$3,580	\$125
Var. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
J.V. Head	16.0	\$2,064	\$2,174	\$2,284	\$2,394	\$2,504	\$2,724	\$2,944	\$110
Frosh Head	15.0	\$1,935	\$2,035	\$2,135	\$2,235	\$2,335	\$2,535	\$2,735	\$100
Tennis									
Var. Head	13.5	\$1,742	\$1,867	\$1,992	\$2,117	\$2,242	\$2,482	\$2,742	\$125
J.V. Head	10.0	\$1,290	\$1,400	\$1,510	\$1,620	\$1,730	\$1,950	\$2,170	\$110
Equipment Handler	12.0	\$1,548	\$1,673	\$1,798	\$1,923	\$2,048	\$2,298	\$2,548	\$125
Ice Hockey	21.0	\$2,708	\$2,834	\$2,959	\$3,084	\$3,209	\$3,459	\$3,709	\$125
First Aider	12.5	\$1,613	\$1,738	\$1,863	\$1,988	\$2,113	\$2,363	\$2,613	\$125
Weight Room Supv.	12.5	\$1,613	\$1,738	\$1,863	\$1,988	\$2,113	\$2,363	\$2,613	\$125
Jr. High Intra/Extra									
Cross Country	5.0	\$645	\$715	\$785	\$855	\$925	\$1,065	\$1,205	\$70
Soccer	5.0	\$645	\$715	\$785	\$855	\$925	\$1,065	\$1,205	\$70
Basketball	5.0	\$645	\$715	\$785	\$855	\$925	\$1,065	\$1,205	\$70
Volleyball	5.0	\$645	\$715	\$785	\$855	\$925	\$1,065	\$1,205	\$70
Wrestling	5.0	\$645	\$715	\$785	\$855	\$925	\$1,065	\$1,205	\$70
Gymnastics	5.0	\$645	\$715	\$785	\$855	\$925	\$1,065	\$1,205	\$70
Elem After School									
Intramurals	N/A	Yr. 1-4	Yr. 5-9	Yr. 10-19	Yr. 20+				
		\$315	\$356	\$468	\$515				

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

1990-91 GIRL'S COACHING STIPENDS

Value of 1 point:	\$129	Steps							
Activity	Points	1	2	3	4	5	10	15	Increment
Cross Country	18.0	\$2,064	\$2,189	\$2,314	\$2,439	\$2,564	\$2,814	\$3,084	\$125
Var. Head									
Field Hockey		\$0							
Varsity	19.5	\$2,516	\$2,641	\$2,766	\$2,891	\$3,016	\$3,266	\$3,516	\$125
Jr. Varsity	15.6	\$2,012	\$2,122	\$2,232	\$2,342	\$2,452	\$2,672	\$2,892	\$110
Frosh	14.6	\$1,883	\$1,983	\$2,083	\$2,183	\$2,283	\$2,483	\$2,683	\$100
Gymnastics									
Var. Head	20.5	\$2,645	\$2,770	\$2,895	\$3,020	\$3,145	\$3,395	\$3,645	\$125
Var. Asst.	15.3	\$1,974	\$2,084	\$2,194	\$2,304	\$2,414	\$2,634	\$2,854	\$110
Soccer									
Var. Head	19.5	\$2,516	\$2,641	\$2,766	\$2,891	\$3,016	\$3,266	\$3,516	\$125
Var. Asst.	14.6	\$1,883	\$1,993	\$2,103	\$2,213	\$2,323	\$2,543	\$2,763	\$110
J.V. Head	15.6	\$2,012	\$2,122	\$2,232	\$2,342	\$2,452	\$2,672	\$2,892	\$110
Modified	14.6	\$1,883	\$1,983	\$2,083	\$2,183	\$2,283	\$2,483	\$2,683	\$100
8th Grade	9.8	\$1,264	\$1,364	\$1,464	\$1,564	\$1,664	\$1,864	\$2,064	\$100
Volleyball									
Var. Head	14.5	\$1,871	\$1,996	\$2,121	\$2,246	\$2,371	\$2,621	\$2,871	\$125
J.V. Head	10.8	\$1,393	\$1,503	\$1,613	\$1,723	\$1,833	\$2,053	\$2,273	\$110
Frosh	10.1	\$1,303	\$1,403	\$1,503	\$1,603	\$1,703	\$1,903	\$2,103	\$100
Cheerleading									
Varsity	11.5	\$1,484	\$1,609	\$1,734	\$1,859	\$1,984	\$2,234	\$2,484	\$125
Var. Asst.	8.6	\$1,109	\$1,219	\$1,329	\$1,439	\$1,549	\$1,769	\$1,989	\$110
Jr. Varsity	9.2	\$1,187	\$1,297	\$1,407	\$1,517	\$1,627	\$1,847	\$2,067	\$110
Frosh	8.6	\$1,109	\$1,209	\$1,309	\$1,409	\$1,509	\$1,709	\$1,909	\$100
Basketball									
Var. Head	22.5	\$2,903	\$3,028	\$3,153	\$3,278	\$3,403	\$3,653	\$3,903	\$125
Var. Asst.	16.8	\$2,167	\$2,277	\$2,387	\$2,497	\$2,607	\$2,827	\$3,047	\$110
J.V. Head	17.2	\$2,219	\$2,329	\$2,439	\$2,549	\$2,659	\$2,879	\$3,099	\$110
Frosh Head	16.1	\$2,077	\$2,177	\$2,277	\$2,377	\$2,477	\$2,677	\$2,877	\$100
8th Grade	10.7	\$1,380	\$1,480	\$1,580	\$1,680	\$1,780	\$1,980	\$2,180	\$100

Swimming									
Var. Head	18.0	\$2,322	\$2,447	\$2,572	\$2,697	\$2,822	\$3,072	\$3,322	\$125
Var. Asst.	13.5	\$1,742	\$1,852	\$1,962	\$2,072	\$2,182	\$2,402	\$2,622	\$110
Indoor Track									
Var. Head	20.0	\$2,580	\$2,705	\$2,830	\$2,955	\$3,080	\$3,330	\$3,580	\$125
Var Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
Softball									
Varsity	20.0	\$2,580	\$2,705	\$2,830	\$2,955	\$3,080	\$3,330	\$3,580	\$125
Var. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
Jr. Varsity	15.6	\$2,012	\$2,122	\$2,232	\$2,342	\$2,452	\$2,672	\$2,892	\$110
Modified	14.6	\$1,883	\$1,983	\$2,083	\$2,183	\$2,283	\$2,483	\$2,683	\$100
8th Grade	10.0	\$1,290	\$1,390	\$1,490	\$1,590	\$1,690	\$1,890	\$2,090	\$100
Lacrosse									
Varsity	19.5	\$2,516	\$2,641	\$2,766	\$2,891	\$3,016	\$3,266	\$3,516	\$125
Var. Asst.	14.6	\$1,883	\$1,993	\$2,103	\$2,213	\$2,323	\$2,543	\$2,763	\$110
Jr. Varsity	15.6	\$2,012	\$2,122	\$2,232	\$2,342	\$2,452	\$2,672	\$2,892	\$110
Track & Field									
Var. Head	20.0	\$2,580	\$2,705	\$2,830	\$2,955	\$3,080	\$3,330	\$3,580	\$125
Var. Asst.	15.0	\$1,935	\$2,045	\$2,155	\$2,265	\$2,375	\$2,595	\$2,815	\$110
J.V. Head	16.0	\$2,064	\$2,174	\$2,284	\$2,394	\$2,504	\$2,724	\$2,944	\$110
Tennis									
Var. Head	13.5	\$1,742	\$1,867	\$1,992	\$2,117	\$2,242	\$2,492	\$2,742	\$125
J.V. Head	9.8	\$1,238	\$1,348	\$1,458	\$1,568	\$1,678	\$1,898	\$2,118	\$110
Jr. High Extramurals	5.0	\$645	\$715	\$785	\$855	\$925	\$1,065	\$1,205	\$70

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

1999-00 BOY'S COACHING STIPENDS

Value of 1 point:	\$132	Steps							Increment
Activity	Points	1	2	3	4	5	10	15	
Cross Country	16.0	\$2,112	\$2,237	\$2,362	\$2,487	\$2,612	\$2,862	\$3,112	\$125
Var. Head									
Football		\$0							
Var. Head	23.5	\$3,102	\$3,227	\$3,352	\$3,477	\$3,602	\$3,852	\$4,102	\$125
J.V. Head	18.8	\$2,482	\$2,592	\$2,702	\$2,812	\$2,922	\$3,142	\$3,362	\$110
Var./JV Asst.	17.6	\$2,323	\$2,433	\$2,543	\$2,653	\$2,763	\$2,983	\$3,203	\$110
Mod. Head	17.6	\$2,323	\$2,423	\$2,523	\$2,623	\$2,723	\$2,923	\$3,123	\$100
Mod. Asst.	16.4	\$2,165	\$2,265	\$2,365	\$2,465	\$2,565	\$2,765	\$2,965	\$100
Golf									
Var. Head	11.0	\$1,452	\$1,577	\$1,702	\$1,827	\$1,952	\$2,202	\$2,452	\$125
J.V. Head	8.8	\$1,162	\$1,272	\$1,382	\$1,492	\$1,602	\$1,822	\$2,042	\$110
Gymnastics									
Var. Head	20.0	\$2,640	\$2,765	\$2,890	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var. Asst.	15.0	\$1,980	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
Soccer									
Var. Head	19.5	\$2,574	\$2,699	\$2,824	\$2,949	\$3,074	\$3,324	\$3,574	\$125
J.V. Head	15.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939	\$110
Var. Asst.	14.6	\$1,927	\$2,037	\$2,147	\$2,257	\$2,367	\$2,587	\$2,807	\$110
Mod. Head	14.6	\$1,927	\$2,027	\$2,127	\$2,227	\$2,327	\$2,527	\$2,727	\$100
Mod. Asst.	13.8	\$1,795	\$1,895	\$1,995	\$2,095	\$2,195	\$2,395	\$2,595	\$100
8th Grade	9.7	\$1,280	\$1,380	\$1,480	\$1,580	\$1,680	\$1,880	\$2,080	\$100
Volleyball									
Var. Head	14.5	\$1,914	\$2,039	\$2,164	\$2,289	\$2,414	\$2,664	\$2,914	\$125
J.V. Head	10.8	\$1,426	\$1,536	\$1,646	\$1,756	\$1,866	\$2,086	\$2,306	\$110
Basketball									
Var. Head	22.5	\$2,970	\$3,095	\$3,220	\$3,345	\$3,470	\$3,720	\$3,970	\$125
J.V. Head	18.0	\$2,376	\$2,486	\$2,596	\$2,706	\$2,816	\$3,036	\$3,256	\$110
Var. Asst.	16.8	\$2,218	\$2,328	\$2,438	\$2,548	\$2,658	\$2,878	\$3,098	\$110
Frosh Head	16.8	\$2,218	\$2,318	\$2,418	\$2,518	\$2,618	\$2,818	\$3,018	\$100
8th Grade	11.2	\$1,478	\$1,578	\$1,678	\$1,778	\$1,878	\$2,078	\$2,278	\$100
Bowling									
Var. Head	11.0	\$1,452	\$1,577	\$1,702	\$1,827	\$1,952	\$2,202	\$2,452	\$125
Swimming									
Var. Head	19.0	\$2,508	\$2,633	\$2,758	\$2,883	\$3,008	\$3,258	\$3,508	\$125
Var. Asst.	14.2	\$1,874	\$1,984	\$2,094	\$2,204	\$2,314	\$2,534	\$2,754	\$110
Mod. Head	14.2	\$1,874	\$1,974	\$2,074	\$2,174	\$2,274	\$2,474	\$2,674	\$100
Mod. Asst.	13.3	\$1,756	\$1,856	\$1,956	\$2,056	\$2,156	\$2,356	\$2,556	\$100
Indoor Track									
Var. Head	20.0	\$2,640	\$2,765	\$2,890	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var. Asst.	15.0	\$1,980	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110

Wrestling									
Var. Head	20.5	\$2,708	\$2,631	\$2,956	\$3,091	\$3,208	\$3,456	\$3,706	\$125
Var. Asst.	16.4	\$2,165	\$2,275	\$2,385	\$2,495	\$2,605	\$2,825	\$3,045	\$110
Mod. Head	15.3	\$2,020	\$2,120	\$2,220	\$2,320	\$2,420	\$2,620	\$2,820	\$100
Mod. Asst.	14.4	\$1,901	\$2,001	\$2,101	\$2,201	\$2,301	\$2,501	\$2,701	\$100
Baseball									
Var. Head	20.0	\$2,640	\$2,765	\$2,690	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var. Asst.	15.0	\$1,960	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
J.V. Head	16.0	\$2,112	\$2,222	\$2,332	\$2,442	\$2,552	\$2,772	\$2,992	\$110
Mod. Head	15.0	\$1,960	\$2,090	\$2,160	\$2,260	\$2,360	\$2,560	\$2,780	\$100
8th Grade	10.0	\$1,320	\$1,420	\$1,520	\$1,620	\$1,720	\$1,920	\$2,120	\$100
Lacrosse									
Var. Head	20.0	\$2,640	\$2,765	\$2,690	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var. Asst.	15.0	\$1,960	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
J.V. Head	16.0	\$2,112	\$2,222	\$2,332	\$2,442	\$2,552	\$2,772	\$2,992	\$110
J.V. Asst.	15.0	\$1,960	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
Fresh Head	15.0	\$1,960	\$2,020	\$2,160	\$2,280	\$2,360	\$2,580	\$2,780	\$100
Fresh Asst.	14.0	\$1,848	\$1,948	\$2,048	\$2,148	\$2,248	\$2,448	\$2,648	\$100
Trek & Field									
Var. Head	20.0	\$2,640	\$2,765	\$2,690	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var. Asst.	15.0	\$1,960	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
J.V. Head	16.0	\$2,112	\$2,222	\$2,332	\$2,442	\$2,552	\$2,772	\$2,992	\$110
Fresh Head	15.0	\$1,960	\$2,020	\$2,160	\$2,260	\$2,360	\$2,560	\$2,780	\$100
Tennis									
Var. Head	13.5	\$1,782	\$1,907	\$2,032	\$2,157	\$2,282	\$2,532	\$2,782	\$125
J.V. Head	10.0	\$1,320	\$1,430	\$1,540	\$1,650	\$1,760	\$1,960	\$2,200	\$110
Ice Hockey									
	21.0	\$2,772	\$2,697	\$3,022	\$3,147	\$3,272	\$3,522	\$3,772	\$125
Equipment Handler									
	12.0	\$1,584	\$1,709	\$1,834	\$1,959	\$2,084	\$2,334	\$2,584	\$125
First Aider									
	12.5	\$1,690	\$1,775	\$1,900	\$2,025	\$2,150	\$2,400	\$2,650	\$125
Weight Room Supv.									
	12.5	\$1,690	\$1,775	\$1,900	\$2,025	\$2,150	\$2,400	\$2,650	\$125
Jr. High Intra/Extra									
Cross Country	5.0	\$660	\$730	\$600	\$670	\$940	\$1,060	\$1,220	\$70
Soccer	5.0	\$660	\$730	\$600	\$670	\$940	\$1,060	\$1,220	\$70
Basketball	5.0	\$660	\$730	\$600	\$670	\$940	\$1,060	\$1,220	\$70
Volleyball	5.0	\$660	\$730	\$600	\$670	\$940	\$1,060	\$1,220	\$70
Wrestling	5.0	\$660	\$730	\$600	\$670	\$940	\$1,060	\$1,220	\$70
Gymnastics	5.0	\$660	\$730	\$600	\$670	\$940	\$1,060	\$1,220	\$70
Blom After School Instructors									
	N/A	Yr. 1-4	Yr. 5-9	Yr. 10-19	Yr. 20+				
		\$315	\$335	\$465	\$515				

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

1999-00 GIRL'S COACHING STIPENDS

Value of 1 point: Activity	\$132 Points	Steps							Increment
		1	2	3	4	5	10	15	
Cross Country Var. Head	16.0	\$2,112	\$2,237	\$2,362	\$2,487	\$2,612	\$2,862	\$3,112	\$125
Field Hockey		\$0							
Varsity	19.5	\$2,574	\$2,699	\$2,824	\$2,949	\$3,074	\$3,324	\$3,574	\$125
Jr. Varsity	15.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939	\$110
Frosh	14.6	\$1,927	\$2,027	\$2,127	\$2,227	\$2,327	\$2,527	\$2,727	\$100
Gymnastics									
Var. Head	20.5	\$2,706	\$2,831	\$2,956	\$3,081	\$3,206	\$3,456	\$3,706	\$125
Var. Asst.	15.3	\$2,020	\$2,130	\$2,240	\$2,350	\$2,460	\$2,680	\$2,900	\$110
Soccer									
Var. Head	19.5	\$2,574	\$2,699	\$2,824	\$2,949	\$3,074	\$3,324	\$3,574	\$125
Var. Asst.	14.6	\$1,927	\$2,037	\$2,147	\$2,257	\$2,367	\$2,587	\$2,807	\$110
J.V. Head	15.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939	\$110
Modified	14.6	\$1,927	\$2,027	\$2,127	\$2,227	\$2,327	\$2,527	\$2,727	\$100
8th Grade	9.8	\$1,294	\$1,394	\$1,494	\$1,594	\$1,694	\$1,894	\$2,094	\$100
Volleyball									
Var. Head	14.5	\$1,914	\$2,039	\$2,164	\$2,289	\$2,414	\$2,664	\$2,914	\$125
J.V. Head	10.8	\$1,426	\$1,536	\$1,646	\$1,756	\$1,866	\$2,086	\$2,306	\$110
Frosh	10.1	\$1,333	\$1,433	\$1,533	\$1,633	\$1,733	\$1,933	\$2,133	\$100
Cheerleading									
Varsity	11.5	\$1,518	\$1,643	\$1,768	\$1,893	\$2,018	\$2,268	\$2,518	\$125
Var. Asst.	8.6	\$1,135	\$1,245	\$1,355	\$1,465	\$1,575	\$1,795	\$2,015	\$110
Jr. Varsity	9.2	\$1,214	\$1,324	\$1,434	\$1,544	\$1,654	\$1,874	\$2,094	\$110
Frosh	8.6	\$1,135	\$1,235	\$1,335	\$1,435	\$1,535	\$1,735	\$1,935	\$100
Basketball									
Var. Head	22.5	\$2,970	\$3,095	\$3,220	\$3,345	\$3,470	\$3,720	\$3,970	\$125
Var. Asst.	16.8	\$2,218	\$2,328	\$2,438	\$2,548	\$2,658	\$2,878	\$3,098	\$110
J.V. Head	17.2	\$2,270	\$2,380	\$2,490	\$2,600	\$2,710	\$2,930	\$3,150	\$110
Frosh Head	16.1	\$2,125	\$2,225	\$2,325	\$2,425	\$2,525	\$2,725	\$2,925	\$100
8th Grade	10.7	\$1,412	\$1,512	\$1,612	\$1,712	\$1,812	\$2,012	\$2,212	\$100

Swimming									
Var. Head	18.0	\$2,376	\$2,501	\$2,626	\$2,751	\$2,876	\$3,126	\$3,376	\$125
Var. Asst.	13.5	\$1,782	\$1,892	\$2,002	\$2,112	\$2,222	\$2,442	\$2,662	\$110
Indoor Track									
Var. Head	20.0	\$2,640	\$2,765	\$2,890	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var Asst.	15.0	\$1,980	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
Softball									
Varsity	20.0	\$2,640	\$2,765	\$2,890	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var. Asst.	15.0	\$1,980	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
Jr. Varsity	15.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939	\$110
Modified	14.6	\$1,927	\$2,027	\$2,127	\$2,227	\$2,327	\$2,527	\$2,727	\$100
8th Grade	10.0	\$1,320	\$1,420	\$1,520	\$1,620	\$1,720	\$1,920	\$2,120	\$100
Lacrosse									
Varsity	19.5	\$2,574	\$2,699	\$2,824	\$2,949	\$3,074	\$3,324	\$3,574	\$125
Var. Asst.	14.6	\$1,927	\$2,037	\$2,147	\$2,257	\$2,367	\$2,587	\$2,807	\$110
Jr. Varsity	15.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939	\$110
Track & Field									
Var. Head	20.0	\$2,640	\$2,765	\$2,890	\$3,015	\$3,140	\$3,390	\$3,640	\$125
Var. Asst.	15.0	\$1,980	\$2,090	\$2,200	\$2,310	\$2,420	\$2,640	\$2,860	\$110
J.V. Head	16.0	\$2,112	\$2,222	\$2,332	\$2,442	\$2,552	\$2,772	\$2,992	\$110
Tennis									
Var. Head	13.5	\$1,782	\$1,907	\$2,032	\$2,157	\$2,282	\$2,532	\$2,782	\$125
J.V. Head	9.6	\$1,267	\$1,377	\$1,487	\$1,597	\$1,707	\$1,927	\$2,147	\$110
Jr. High Extramurals	5.0	\$660	\$730	\$800	\$870	\$940	\$1,080	\$1,220	\$70

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

2000-01 BOY'S COACHING STIPENDS

Value of 1 point: Activity	\$135 Points	Steps							Increment
		1	2	3	4	5	10	15	
Cross Country Var. Head	16.0	\$2,160	\$2,285	\$2,410	\$2,535	\$2,660	\$2,910	\$3,160	\$125
Football		\$0							
Var. Head	23.5	\$3,173	\$3,298	\$3,423	\$3,548	\$3,673	\$3,923	\$4,173	\$125
J.V. Head	18.8	\$2,538	\$2,640	\$2,750	\$2,860	\$2,978	\$3,198	\$3,418	\$110
Var/JV Asst.	17.6	\$2,376	\$2,488	\$2,596	\$2,708	\$2,816	\$3,036	\$3,256	\$110
Mod. Head	17.6	\$2,376	\$2,478	\$2,576	\$2,678	\$2,776	\$2,978	\$3,176	\$100
Mod. Asst.	16.4	\$2,214	\$2,314	\$2,414	\$2,514	\$2,614	\$2,814	\$3,014	\$100
Golf									
Var. Head	11.0	\$1,485	\$1,610	\$1,735	\$1,860	\$1,985	\$2,235	\$2,485	\$125
J.V. Head	6.8	\$1,188	\$1,298	\$1,408	\$1,518	\$1,628	\$1,848	\$2,068	\$110
Gymnastics									
Var. Head	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
Soccer									
Var. Head	19.5	\$2,633	\$2,758	\$2,883	\$3,008	\$3,133	\$3,383	\$3,633	\$125
J.V. Head	15.6	\$2,108	\$2,218	\$2,328	\$2,438	\$2,548	\$2,768	\$2,988	\$110
Var. Asst.	14.8	\$1,971	\$2,081	\$2,191	\$2,301	\$2,411	\$2,631	\$2,851	\$110
Mod. Head	14.6	\$1,971	\$2,071	\$2,171	\$2,271	\$2,371	\$2,571	\$2,771	\$100
Mod. Asst.	13.6	\$1,838	\$1,938	\$2,038	\$2,138	\$2,238	\$2,438	\$2,638	\$100
6th Grade	9.7	\$1,310	\$1,410	\$1,510	\$1,610	\$1,710	\$1,910	\$2,110	\$100
Volleyball									
Var. Head	14.5	\$1,950	\$2,033	\$2,203	\$2,333	\$2,458	\$2,708	\$2,958	\$125
J.V. Head	10.8	\$1,458	\$1,568	\$1,678	\$1,788	\$1,898	\$2,118	\$2,338	\$110
Baseball									
Var. Head	22.5	\$3,038	\$3,163	\$3,288	\$3,413	\$3,538	\$3,788	\$4,038	\$125
J.V. Head	18.0	\$2,430	\$2,540	\$2,650	\$2,760	\$2,870	\$3,090	\$3,310	\$110
Var. Asst.	16.8	\$2,288	\$2,378	\$2,468	\$2,558	\$2,708	\$2,928	\$3,148	\$110
Fresh Head	16.8	\$2,288	\$2,388	\$2,468	\$2,568	\$2,668	\$2,868	\$3,068	\$100
6th Grade	11.2	\$1,512	\$1,612	\$1,712	\$1,812	\$1,912	\$2,112	\$2,312	\$100
Bowling									
Var. Head	11.0	\$1,468	\$1,610	\$1,735	\$1,860	\$1,985	\$2,235	\$2,485	\$125
Swimming									
Var. Head	19.0	\$2,565	\$2,680	\$2,815	\$2,940	\$3,065	\$3,315	\$3,565	\$125
Var. Asst.	14.2	\$1,917	\$2,027	\$2,137	\$2,247	\$2,357	\$2,577	\$2,797	\$110
Mod. Head	14.2	\$1,917	\$2,017	\$2,117	\$2,217	\$2,317	\$2,517	\$2,717	\$100
Mod. Asst.	13.3	\$1,783	\$1,883	\$1,983	\$2,083	\$2,183	\$2,383	\$2,583	\$100
Indoor Track									
Var. Head	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110

Wrestling									
Var. Head	20.5	\$2,768	\$2,893	\$3,018	\$3,143	\$3,268	\$3,518	\$3,768	\$125
Var. Asst.	18.4	\$2,214	\$2,324	\$2,434	\$2,544	\$2,654	\$2,874	\$3,094	\$110
Mod. Head	15.3	\$2,066	\$2,166	\$2,266	\$2,366	\$2,466	\$2,666	\$2,866	\$100
Mod. Asst.	14.4	\$1,944	\$2,044	\$2,144	\$2,244	\$2,344	\$2,544	\$2,744	\$100
Baseball									
Var. Head	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
J.V. Head	18.0	\$2,160	\$2,270	\$2,380	\$2,490	\$2,600	\$2,820	\$3,040	\$110
Mod. Head	15.0	\$2,025	\$2,125	\$2,225	\$2,325	\$2,425	\$2,625	\$2,825	\$100
8th Grade	10.0	\$1,350	\$1,450	\$1,550	\$1,650	\$1,750	\$1,950	\$2,150	\$100
Lacrosse									
Var. Head	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
J.V. Head	18.0	\$2,160	\$2,270	\$2,380	\$2,490	\$2,600	\$2,820	\$3,040	\$110
J.V. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
Fresh Head	15.0	\$2,025	\$2,125	\$2,225	\$2,325	\$2,425	\$2,625	\$2,825	\$100
Fresh Asst.	14.0	\$1,890	\$1,990	\$2,090	\$2,190	\$2,290	\$2,490	\$2,690	\$100
Track & Field									
Var. Head	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
J.V. Head	18.0	\$2,160	\$2,270	\$2,380	\$2,490	\$2,600	\$2,820	\$3,040	\$110
Fresh Head	15.0	\$2,025	\$2,125	\$2,225	\$2,325	\$2,425	\$2,625	\$2,825	\$100
Tennis									
Var. Head	13.5	\$1,823	\$1,948	\$2,073	\$2,198	\$2,323	\$2,573	\$2,823	\$125
J.V. Head	10.0	\$1,350	\$1,460	\$1,570	\$1,680	\$1,790	\$2,010	\$2,230	\$110
Ice Hockey	21.0	\$2,835	\$2,960	\$3,085	\$3,210	\$3,335	\$3,585	\$3,835	\$125
Equipment Handler	12.0	\$1,620	\$1,745	\$1,870	\$1,995	\$2,120	\$2,370	\$2,620	\$125
First Aider	12.5	\$1,688	\$1,813	\$1,938	\$2,063	\$2,188	\$2,438	\$2,688	\$125
Weight Room Supv.	12.5	\$1,688	\$1,813	\$1,938	\$2,063	\$2,188	\$2,438	\$2,688	\$125
Jr. High Intra/Extra									
Cross Country	5.0	\$675	\$745	\$815	\$885	\$955	\$1,095	\$1,235	\$70
Soccer	5.0	\$675	\$745	\$815	\$885	\$955	\$1,095	\$1,235	\$70
Basketball	5.0	\$675	\$745	\$815	\$885	\$955	\$1,095	\$1,235	\$70
Volleyball	5.0	\$675	\$745	\$815	\$885	\$955	\$1,095	\$1,235	\$70
Wrestling	5.0	\$675	\$745	\$815	\$885	\$955	\$1,095	\$1,235	\$70
Gymnastics	5.0	\$675	\$745	\$815	\$885	\$955	\$1,095	\$1,235	\$70
Even After School	N/A								
Interments		Yr. 1-4	Yr. 5-9	Yr. 10-19	Yr. 20+				
		\$315	\$355	\$465	\$515				

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

2000-01 GIRL'S COACHING STIPENDS

Value of 1 point: Activity	\$135 Points	Steps							Increment
		1	2	3	4	5	10	15	
Cross Country Var. Head	16.0	\$2,160	\$2,285	\$2,410	\$2,535	\$2,660	\$2,910	\$3,160	\$125
Field Hockey		\$0							
Varsity	19.5	\$2,633	\$2,758	\$2,883	\$3,008	\$3,133	\$3,383	\$3,633	\$125
Jr. Varsity	15.6	\$2,106	\$2,216	\$2,326	\$2,436	\$2,546	\$2,766	\$2,986	\$110
Frosh	14.6	\$1,971	\$2,071	\$2,171	\$2,271	\$2,371	\$2,571	\$2,771	\$100
Gymnastics									
Var. Head	20.5	\$2,768	\$2,893	\$3,018	\$3,143	\$3,268	\$3,518	\$3,768	\$125
Var. Asst.	15.3	\$2,066	\$2,176	\$2,286	\$2,396	\$2,506	\$2,726	\$2,946	\$110
Soccer									
Var. Head	19.5	\$2,633	\$2,758	\$2,883	\$3,008	\$3,133	\$3,383	\$3,633	\$125
Var. Asst.	14.6	\$1,971	\$2,081	\$2,191	\$2,301	\$2,411	\$2,631	\$2,851	\$110
J.V. Head	15.6	\$2,106	\$2,216	\$2,326	\$2,436	\$2,546	\$2,766	\$2,986	\$110
Modified	14.6	\$1,971	\$2,071	\$2,171	\$2,271	\$2,371	\$2,571	\$2,771	\$100
8th Grade	9.8	\$1,323	\$1,423	\$1,523	\$1,623	\$1,723	\$1,923	\$2,123	\$100
Volleyball									
Var. Head	14.5	\$1,958	\$2,083	\$2,208	\$2,333	\$2,458	\$2,708	\$2,958	\$125
J.V. Head	10.8	\$1,458	\$1,568	\$1,678	\$1,788	\$1,898	\$2,118	\$2,338	\$110
Frosh	10.1	\$1,364	\$1,464	\$1,564	\$1,664	\$1,764	\$1,964	\$2,164	\$100
Cheerleading									
Varsity	11.5	\$1,553	\$1,678	\$1,803	\$1,928	\$2,053	\$2,303	\$2,553	\$125
Var. Asst.	8.6	\$1,161	\$1,271	\$1,381	\$1,491	\$1,601	\$1,821	\$2,041	\$110
Jr. Varsity	9.2	\$1,242	\$1,352	\$1,462	\$1,572	\$1,682	\$1,902	\$2,122	\$110
Frosh	8.6	\$1,161	\$1,261	\$1,361	\$1,461	\$1,561	\$1,761	\$1,961	\$100
Basketball									
Var. Head	22.5	\$3,038	\$3,163	\$3,288	\$3,413	\$3,538	\$3,788	\$4,038	\$125
Var. Asst.	16.8	\$2,268	\$2,378	\$2,488	\$2,598	\$2,708	\$2,928	\$3,148	\$110
J.V. Head	17.2	\$2,322	\$2,432	\$2,542	\$2,652	\$2,762	\$2,982	\$3,202	\$110
Frosh Head	16.1	\$2,174	\$2,274	\$2,374	\$2,474	\$2,574	\$2,774	\$2,974	\$100
8th Grade	10.7	\$1,445	\$1,545	\$1,645	\$1,745	\$1,845	\$2,045	\$2,245	\$100

Swimming									
Var. Head	18.0	\$2,430	\$2,555	\$2,680	\$2,805	\$2,930	\$3,180	\$3,430	\$125
Var. Asst.	13.5	\$1,823	\$1,933	\$2,043	\$2,153	\$2,263	\$2,483	\$2,703	\$110
Indoor Track									
Var. Head	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
Softball									
Varsity	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
Jr. Varsity	15.6	\$2,106	\$2,216	\$2,326	\$2,436	\$2,546	\$2,766	\$2,986	\$110
Modified	14.8	\$1,971	\$2,071	\$2,171	\$2,271	\$2,371	\$2,571	\$2,771	\$100
8th Grade	10.0	\$1,350	\$1,450	\$1,550	\$1,650	\$1,750	\$1,950	\$2,150	\$100
Lacrosse									
Varsity	19.5	\$2,633	\$2,758	\$2,883	\$3,008	\$3,133	\$3,383	\$3,633	\$125
Var. Asst.	14.8	\$1,971	\$2,081	\$2,191	\$2,301	\$2,411	\$2,631	\$2,851	\$110
Jr. Varsity	15.6	\$2,106	\$2,216	\$2,326	\$2,436	\$2,546	\$2,766	\$2,986	\$110
Track & Field									
Var. Head	20.0	\$2,700	\$2,825	\$2,950	\$3,075	\$3,200	\$3,450	\$3,700	\$125
Var. Asst.	15.0	\$2,025	\$2,135	\$2,245	\$2,355	\$2,465	\$2,685	\$2,905	\$110
J.V. Head	16.0	\$2,160	\$2,270	\$2,380	\$2,490	\$2,600	\$2,820	\$3,040	\$110
Tennis									
Var. Head	13.5	\$1,823	\$1,948	\$2,073	\$2,198	\$2,323	\$2,573	\$2,823	\$125
J.V. Head	9.6	\$1,296	\$1,406	\$1,516	\$1,626	\$1,736	\$1,956	\$2,176	\$110
Jr. High Extramurals	5.0	\$675	\$745	\$815	\$885	\$955	\$1,095	\$1,235	\$70

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

2001-02 BOY'S COACHING STIPENDS

Value of 1 point: Activity	\$138 Points	Steps							Increment
		1	2	3	4	5	10	15	
Cross Country Var. Head	16.0	\$2,208	\$2,333	\$2,458	\$2,583	\$2,708	\$2,958	\$3,208	\$125
Football		\$0							
Var. Head	23.5	\$3,243	\$3,368	\$3,493	\$3,618	\$3,743	\$3,993	\$4,243	\$125
J.V. Head	18.8	\$2,594	\$2,704	\$2,814	\$2,924	\$3,034	\$3,254	\$3,474	\$110
Var./JV Asst.	17.6	\$2,429	\$2,539	\$2,649	\$2,759	\$2,869	\$3,089	\$3,309	\$110
Mod. Head	17.6	\$2,429	\$2,529	\$2,629	\$2,729	\$2,829	\$3,029	\$3,229	\$100
Mod. Asst.	16.4	\$2,263	\$2,363	\$2,463	\$2,563	\$2,663	\$2,863	\$3,063	\$100
Golf									
Var. Head	11.0	\$1,518	\$1,643	\$1,768	\$1,893	\$2,018	\$2,268	\$2,518	\$125
J.V. Head	8.8	\$1,214	\$1,324	\$1,434	\$1,544	\$1,654	\$1,874	\$2,094	\$110
Gymnastics									
Var. Head	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125
Var. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110
Soccer									
Var. Head	19.5	\$2,691	\$2,816	\$2,941	\$3,066	\$3,191	\$3,441	\$3,691	\$125
J.V. Head	15.6	\$2,153	\$2,263	\$2,373	\$2,483	\$2,593	\$2,813	\$3,033	\$110
Var. Asst.	14.6	\$2,015	\$2,125	\$2,235	\$2,345	\$2,455	\$2,675	\$2,895	\$110
Mod. Head	14.6	\$2,015	\$2,115	\$2,215	\$2,315	\$2,415	\$2,615	\$2,815	\$100
Mod. Asst.	13.6	\$1,877	\$1,977	\$2,077	\$2,177	\$2,277	\$2,477	\$2,677	\$100
8th Grade	9.7	\$1,339	\$1,439	\$1,539	\$1,639	\$1,739	\$1,939	\$2,139	\$100
Volleyball									
Var. Head	14.5	\$2,001	\$2,126	\$2,251	\$2,376	\$2,501	\$2,751	\$3,001	\$125
J.V. Head	10.8	\$1,490	\$1,600	\$1,710	\$1,820	\$1,930	\$2,150	\$2,370	\$110
Basketball									
Var. Head	22.5	\$3,105	\$3,230	\$3,355	\$3,480	\$3,605	\$3,855	\$4,105	\$125
J.V. Head	18.0	\$2,484	\$2,594	\$2,704	\$2,814	\$2,924	\$3,144	\$3,364	\$110
Var. Asst.	16.8	\$2,318	\$2,428	\$2,538	\$2,648	\$2,758	\$2,978	\$3,198	\$110
Fresh Head	16.8	\$2,318	\$2,418	\$2,518	\$2,618	\$2,718	\$2,918	\$3,118	\$100
8th Grade	11.2	\$1,546	\$1,646	\$1,746	\$1,846	\$1,946	\$2,146	\$2,346	\$100
Bowling									
Var. Head	11.0	\$1,518	\$1,643	\$1,768	\$1,893	\$2,018	\$2,268	\$2,518	\$125
Swimming									
Var. Head	19.0	\$2,622	\$2,747	\$2,872	\$2,997	\$3,122	\$3,372	\$3,622	\$125
Var. Asst.	14.2	\$1,960	\$2,070	\$2,180	\$2,290	\$2,400	\$2,620	\$2,840	\$110
Mod. Head	14.2	\$1,960	\$2,060	\$2,160	\$2,260	\$2,360	\$2,560	\$2,760	\$100
Mod. Asst.	13.3	\$1,835	\$1,935	\$2,035	\$2,135	\$2,235	\$2,435	\$2,635	\$100
Indoor Track									
Var. Head	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125
Var. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110

Wrestling									
Var. Head	20.5	\$2,829	\$2,954	\$3,079	\$3,204	\$3,329	\$3,579	\$3,829	\$125
Var. Asst.	18.4	\$2,263	\$2,373	\$2,483	\$2,593	\$2,703	\$2,923	\$3,143	\$110
Mod. Head	15.3	\$2,111	\$2,211	\$2,311	\$2,411	\$2,511	\$2,711	\$2,911	\$100
Mod. Asst.	14.4	\$1,987	\$2,087	\$2,187	\$2,287	\$2,387	\$2,587	\$2,787	\$100
Baseball									
Var. Head	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125
Var. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110
J.V. Head	16.0	\$2,208	\$2,318	\$2,428	\$2,538	\$2,648	\$2,868	\$3,088	\$110
Mod. Head	15.0	\$2,070	\$2,170	\$2,270	\$2,370	\$2,470	\$2,670	\$2,870	\$100
8th Grade	10.0	\$1,380	\$1,480	\$1,580	\$1,680	\$1,780	\$1,980	\$2,180	\$100
Lacrosse									
Var. Head	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125
Var. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110
J.V. Head	16.0	\$2,208	\$2,318	\$2,428	\$2,538	\$2,648	\$2,868	\$3,088	\$110
J.V. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110
Frosh Head	15.0	\$2,070	\$2,170	\$2,270	\$2,370	\$2,470	\$2,670	\$2,870	\$100
Frosh Asst.	14.0	\$1,932	\$2,032	\$2,132	\$2,232	\$2,332	\$2,532	\$2,732	\$100
Track & Field									
Var. Head	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125
Var. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110
J.V. Head	16.0	\$2,208	\$2,318	\$2,428	\$2,538	\$2,648	\$2,868	\$3,088	\$110
Frosh Head	15.0	\$2,070	\$2,170	\$2,270	\$2,370	\$2,470	\$2,670	\$2,870	\$100
Tennis									
Var. Head	13.5	\$1,863	\$1,988	\$2,113	\$2,238	\$2,363	\$2,613	\$2,863	\$125
J.V. Head	10.0	\$1,380	\$1,480	\$1,600	\$1,710	\$1,820	\$2,040	\$2,260	\$110
Ice Hockey	21.0	\$2,898	\$3,023	\$3,148	\$3,273	\$3,398	\$3,648	\$3,898	\$125
Equipment Handler	12.0	\$1,658	\$1,781	\$1,906	\$2,031	\$2,156	\$2,406	\$2,656	\$125
First Aider	12.5	\$1,725	\$1,850	\$1,975	\$2,100	\$2,225	\$2,475	\$2,725	\$125
Weight Room Supv.	12.5	\$1,725	\$1,850	\$1,975	\$2,100	\$2,225	\$2,475	\$2,725	\$125
Jr. High Intra/Extra									
Cross Country	5.0	\$690	\$760	\$830	\$900	\$970	\$1,110	\$1,250	\$70
Soccer	5.0	\$690	\$760	\$830	\$900	\$970	\$1,110	\$1,250	\$70
Basketball	5.0	\$690	\$760	\$830	\$900	\$970	\$1,110	\$1,250	\$70
Volleyball	5.0	\$690	\$760	\$830	\$900	\$970	\$1,110	\$1,250	\$70
Wrestling	5.0	\$690	\$760	\$830	\$900	\$970	\$1,110	\$1,250	\$70
Gymnastics	5.0	\$690	\$760	\$830	\$900	\$970	\$1,110	\$1,250	\$70
Elem After School									
Intramurals	N/A	Yr. 1-4	Yr. 5-9	Yr. 10-19	Yr. 20+				
		\$315	\$355	\$465	\$615				

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

2001-02 GIRL'S COACHING STIPENDS

Value of 1 point: Activity	\$138 Points	Steps							Increment
		1	2	3	4	5	10	15	
Cross Country Var. Head	16.0	\$2,208	\$2,333	\$2,458	\$2,583	\$2,708	\$2,958	\$3,208	\$125
Field Hockey		\$0							
Varsity	19.5	\$2,691	\$2,816	\$2,941	\$3,066	\$3,191	\$3,441	\$3,691	\$125
Jr. Varsity	15.6	\$2,153	\$2,263	\$2,373	\$2,483	\$2,593	\$2,813	\$3,033	\$110
Frosh	14.6	\$2,015	\$2,115	\$2,215	\$2,315	\$2,415	\$2,615	\$2,815	\$100
Gymnastics									
Var. Head	20.5	\$2,829	\$2,954	\$3,079	\$3,204	\$3,329	\$3,579	\$3,829	\$125
Var. Asst.	15.3	\$2,111	\$2,221	\$2,331	\$2,441	\$2,551	\$2,771	\$2,991	\$110
Soccer									
Var. Head	19.5	\$2,691	\$2,816	\$2,941	\$3,066	\$3,191	\$3,441	\$3,691	\$125
Var. Asst.	14.6	\$2,015	\$2,125	\$2,235	\$2,345	\$2,455	\$2,675	\$2,895	\$110
J.V. Head	15.6	\$2,153	\$2,263	\$2,373	\$2,483	\$2,593	\$2,813	\$3,033	\$110
Modified	14.6	\$2,015	\$2,115	\$2,215	\$2,315	\$2,415	\$2,615	\$2,815	\$100
8th Grade	9.8	\$1,352	\$1,452	\$1,552	\$1,652	\$1,752	\$1,952	\$2,152	\$100
Volleyball									
Var. Head	14.5	\$2,001	\$2,126	\$2,251	\$2,376	\$2,501	\$2,751	\$3,001	\$125
J.V. Head	10.8	\$1,490	\$1,600	\$1,710	\$1,820	\$1,930	\$2,150	\$2,370	\$110
Frosh	10.1	\$1,394	\$1,494	\$1,594	\$1,694	\$1,794	\$1,994	\$2,194	\$100
Cheerleading									
Varsity	11.5	\$1,587	\$1,712	\$1,837	\$1,962	\$2,087	\$2,337	\$2,587	\$125
Var. Asst.	8.6	\$1,187	\$1,297	\$1,407	\$1,517	\$1,627	\$1,847	\$2,067	\$110
Jr. Varsity	9.2	\$1,270	\$1,380	\$1,490	\$1,600	\$1,710	\$1,930	\$2,150	\$110
Frosh	8.6	\$1,187	\$1,287	\$1,387	\$1,487	\$1,587	\$1,787	\$1,987	\$100
Basketball									
Var. Head	22.5	\$3,105	\$3,230	\$3,355	\$3,480	\$3,605	\$3,855	\$4,105	\$125
Var. Asst.	16.8	\$2,318	\$2,428	\$2,538	\$2,648	\$2,758	\$2,978	\$3,198	\$110
J.V. Head	17.2	\$2,374	\$2,484	\$2,594	\$2,704	\$2,814	\$3,034	\$3,254	\$110
Frosh Head	16.1	\$2,222	\$2,322	\$2,422	\$2,522	\$2,622	\$2,822	\$3,022	\$100
8th Grade	10.7	\$1,477	\$1,577	\$1,677	\$1,777	\$1,877	\$2,077	\$2,277	\$100

Swimming										
Var. Head	18.0	\$2,484	\$2,609	\$2,734	\$2,859	\$2,984	\$3,234	\$3,484	\$125	
Var. Asst.	13.5	\$1,863	\$1,973	\$2,083	\$2,193	\$2,303	\$2,523	\$2,743	\$110	
Indoor Track										
Var. Head	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125	
Var Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110	
Softball										
Varsity	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125	
Var. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110	
Jr. Varsity	15.6	\$2,153	\$2,263	\$2,373	\$2,483	\$2,593	\$2,813	\$3,033	\$110	
Modified	14.6	\$2,015	\$2,115	\$2,215	\$2,315	\$2,415	\$2,615	\$2,815	\$100	
8th Grade	10.0	\$1,380	\$1,480	\$1,580	\$1,680	\$1,780	\$1,980	\$2,180	\$100	
Lacrosse										
Varsity	19.5	\$2,691	\$2,816	\$2,941	\$3,066	\$3,191	\$3,441	\$3,691	\$125	
Var. Asst.	14.6	\$2,015	\$2,125	\$2,235	\$2,345	\$2,455	\$2,675	\$2,895	\$110	
Jr. Varsity	15.6	\$2,153	\$2,263	\$2,373	\$2,483	\$2,593	\$2,813	\$3,033	\$110	
Track & Field										
Var. Head	20.0	\$2,760	\$2,885	\$3,010	\$3,135	\$3,260	\$3,510	\$3,760	\$125	
Var. Asst.	15.0	\$2,070	\$2,180	\$2,290	\$2,400	\$2,510	\$2,730	\$2,950	\$110	
J.V. Head	16.0	\$2,208	\$2,318	\$2,428	\$2,538	\$2,648	\$2,868	\$3,088	\$110	
Tennis										
Var. Head	13.5	\$1,863	\$1,988	\$2,113	\$2,238	\$2,363	\$2,613	\$2,863	\$125	
J.V. Head	9.6	\$1,325	\$1,435	\$1,545	\$1,655	\$1,765	\$1,985	\$2,205	\$110	
Jr. High Extramurals	5.0	\$690	\$760	\$830	\$900	\$970	\$1,110	\$1,250	\$70	

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

2002-03 BOY'S COACHING STIPENDS

Value of 1 point:	\$141	Steps						Increment
Activity	Points	1	2	3	4	5	10	
Cross Country	18.0	\$2,256	\$2,381	\$2,508	\$2,631	\$2,756	\$3,008	\$3,256
Ver. Head								\$125
Football		\$0						
Ver. Head	23.5	\$3,314	\$3,439	\$3,564	\$3,689	\$3,814	\$4,064	\$4,314
J.V. Head	18.8	\$2,651	\$2,761	\$2,871	\$2,981	\$3,091	\$3,311	\$3,531
Ver./JV Asst.	17.6	\$2,482	\$2,592	\$2,702	\$2,812	\$2,922	\$3,142	\$3,362
Mod. Head	17.6	\$2,482	\$2,582	\$2,682	\$2,782	\$2,882	\$3,082	\$3,282
Mod. Asst.	16.4	\$2,312	\$2,412	\$2,512	\$2,612	\$2,712	\$2,912	\$3,112
Golf								
Ver. Head	11.0	\$1,551	\$1,676	\$1,801	\$1,926	\$2,051	\$2,301	\$2,551
J.V. Head	8.8	\$1,241	\$1,351	\$1,461	\$1,571	\$1,681	\$1,901	\$2,121
Gymnastics								
Ver. Head	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820
Ver. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995
Soccer								
Ver. Head	19.5	\$2,750	\$2,875	\$3,000	\$3,125	\$3,250	\$3,500	\$3,750
J.V. Head	15.6	\$2,200	\$2,310	\$2,420	\$2,530	\$2,640	\$2,860	\$3,080
Ver. Asst.	14.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939
Mod. Head	14.6	\$2,059	\$2,159	\$2,259	\$2,359	\$2,459	\$2,659	\$2,859
Mod. Asst.	13.6	\$1,918	\$2,018	\$2,118	\$2,218	\$2,318	\$2,518	\$2,718
5th Grade	9.7	\$1,368	\$1,468	\$1,568	\$1,668	\$1,768	\$1,968	\$2,168
Volleyball								
Ver. Head	14.5	\$2,045	\$2,170	\$2,295	\$2,420	\$2,545	\$2,795	\$3,045
J.V. Head	10.6	\$1,523	\$1,633	\$1,743	\$1,853	\$1,963	\$2,183	\$2,403
Basketball								
Ver. Head	22.5	\$3,173	\$3,298	\$3,423	\$3,548	\$3,673	\$3,923	\$4,173
J.V. Head	19.0	\$2,530	\$2,640	\$2,750	\$2,860	\$2,970	\$3,190	\$3,410
Ver. Asst.	16.8	\$2,369	\$2,479	\$2,589	\$2,699	\$2,809	\$3,029	\$3,249
Frosh Head	16.8	\$2,369	\$2,469	\$2,569	\$2,669	\$2,769	\$2,969	\$3,169
5th Grade	11.2	\$1,579	\$1,679	\$1,779	\$1,879	\$1,979	\$2,179	\$2,379
Bowling								
Ver. Head	11.0	\$1,551	\$1,676	\$1,801	\$1,926	\$2,051	\$2,301	\$2,551
Swimming								
Ver. Head	19.0	\$2,679	\$2,804	\$2,929	\$3,054	\$3,179	\$3,429	\$3,679
Ver. Asst.	14.2	\$2,002	\$2,112	\$2,222	\$2,332	\$2,442	\$2,662	\$2,882
Mod. Head	14.2	\$2,002	\$2,102	\$2,202	\$2,302	\$2,402	\$2,602	\$2,802
Mod. Asst.	13.3	\$1,875	\$1,975	\$2,075	\$2,175	\$2,275	\$2,475	\$2,675
Indoor Track								
Ver. Head	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820
Ver. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995

Wrestling									
Var. Head	20.5	\$2,891	\$3,016	\$3,141	\$3,266	\$3,391	\$3,641	\$3,891	\$125
Var. Asst.	16.4	\$2,312	\$2,422	\$2,532	\$2,642	\$2,752	\$2,972	\$3,192	\$110
Mod. Head	15.3	\$2,157	\$2,257	\$2,357	\$2,457	\$2,557	\$2,757	\$2,957	\$100
Mod. Asst.	14.4	\$2,030	\$2,130	\$2,230	\$2,330	\$2,430	\$2,630	\$2,830	\$100
Baseball									
Var. Head	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820	\$125
Var. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995	\$110
J.V. Head	16.0	\$2,256	\$2,366	\$2,476	\$2,586	\$2,696	\$2,916	\$3,136	\$110
Mod. Head	15.0	\$2,115	\$2,215	\$2,315	\$2,415	\$2,515	\$2,715	\$2,915	\$100
8th Grade	10.0	\$1,410	\$1,510	\$1,610	\$1,710	\$1,810	\$2,010	\$2,210	\$100
Lacrosse									
Var. Head	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820	\$125
Var. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995	\$110
J.V. Head	16.0	\$2,256	\$2,366	\$2,476	\$2,586	\$2,696	\$2,916	\$3,136	\$110
J.V. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995	\$110
Frosh Head	15.0	\$2,115	\$2,215	\$2,315	\$2,415	\$2,515	\$2,715	\$2,915	\$100
Frosh Asst.	14.0	\$1,974	\$2,074	\$2,174	\$2,274	\$2,374	\$2,574	\$2,774	\$100
Track & Field									
Var. Head	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820	\$125
Var. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995	\$110
J.V. Head	16.0	\$2,256	\$2,366	\$2,476	\$2,586	\$2,696	\$2,916	\$3,136	\$110
Frosh Head	15.0	\$2,115	\$2,215	\$2,315	\$2,415	\$2,515	\$2,715	\$2,915	\$100
Tennis									
Var. Head	13.5	\$1,904	\$2,029	\$2,154	\$2,279	\$2,404	\$2,654	\$2,904	\$125
J.V. Head	10.0	\$1,410	\$1,520	\$1,630	\$1,740	\$1,850	\$2,070	\$2,290	\$110
Ice Hockey	21.0	\$2,961	\$3,086	\$3,211	\$3,336	\$3,461	\$3,711	\$3,961	\$125
Equipment Handler	12.0	\$1,892	\$1,817	\$1,942	\$2,067	\$2,192	\$2,442	\$2,692	\$125
First Aider	12.5	\$1,763	\$1,888	\$2,013	\$2,138	\$2,263	\$2,513	\$2,763	\$125
Weight Room Supv.	12.5	\$1,763	\$1,888	\$2,013	\$2,138	\$2,263	\$2,513	\$2,763	\$125
Jr. High Intra/Extra									
Cross Country	5.0	\$705	\$775	\$845	\$915	\$985	\$1,125	\$1,265	\$70
Soccer	5.0	\$705	\$775	\$845	\$915	\$985	\$1,125	\$1,265	\$70
Basketball	5.0	\$705	\$775	\$845	\$915	\$985	\$1,125	\$1,265	\$70
Volleyball	5.0	\$705	\$775	\$845	\$915	\$985	\$1,125	\$1,265	\$70
Wrestling	5.0	\$705	\$775	\$845	\$915	\$985	\$1,125	\$1,265	\$70
Gymnastics	5.0	\$705	\$775	\$845	\$915	\$985	\$1,125	\$1,265	\$70
Elem After School									
Intramural	N/A	Yr. 1-4	Yr. 5-9	Yr. 10-19	Yr. 20+				
		\$315	\$354	\$465	\$515				

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section D

2002-03 GIRL'S COACHING STIPENDS

Value of 1 point:	\$141	Steps							
Activity	Points	1	2	3	4	5	10	15	Increment
Cross Country	16.0	\$2,256	\$2,381	\$2,506	\$2,631	\$2,756	\$3,006	\$3,256	\$125
Var. Head									
Field Hockey		\$0							
Varsity	19.5	\$2,750	\$2,875	\$3,000	\$3,125	\$3,250	\$3,500	\$3,750	\$125
Jr. Varsity	15.6	\$2,200	\$2,310	\$2,420	\$2,530	\$2,640	\$2,860	\$3,080	\$110
Frosh	14.6	\$2,059	\$2,159	\$2,259	\$2,359	\$2,459	\$2,659	\$2,859	\$100
Gymnastics									
Var. Head	20.5	\$2,891	\$3,016	\$3,141	\$3,266	\$3,391	\$3,641	\$3,891	\$125
Var. Asst.	15.3	\$2,157	\$2,267	\$2,377	\$2,487	\$2,597	\$2,817	\$3,037	\$110
Soccer									
Var. Head	19.5	\$2,750	\$2,875	\$3,000	\$3,125	\$3,250	\$3,500	\$3,750	\$125
Var. Asst.	14.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939	\$110
J.V. Head	15.6	\$2,200	\$2,310	\$2,420	\$2,530	\$2,640	\$2,860	\$3,080	\$110
Modified	14.6	\$2,059	\$2,159	\$2,259	\$2,359	\$2,459	\$2,659	\$2,859	\$100
8th Grade	9.8	\$1,382	\$1,482	\$1,582	\$1,682	\$1,782	\$1,982	\$2,182	\$100
Volleyball									
Var. Head	14.5	\$2,045	\$2,170	\$2,295	\$2,420	\$2,545	\$2,795	\$3,045	\$125
J.V. Head	10.8	\$1,523	\$1,633	\$1,743	\$1,853	\$1,963	\$2,183	\$2,403	\$110
Frosh	10.1	\$1,424	\$1,524	\$1,624	\$1,724	\$1,824	\$2,024	\$2,224	\$100
Cheerleading									
Varsity	11.5	\$1,622	\$1,747	\$1,872	\$1,997	\$2,122	\$2,372	\$2,622	\$125
Var. Asst.	8.6	\$1,213	\$1,323	\$1,433	\$1,543	\$1,653	\$1,873	\$2,093	\$110
Jr. Varsity	9.2	\$1,297	\$1,407	\$1,517	\$1,627	\$1,737	\$1,957	\$2,177	\$110
Frosh	8.6	\$1,213	\$1,313	\$1,413	\$1,513	\$1,613	\$1,813	\$2,013	\$100
Basketball									
Var. Head	22.5	\$3,173	\$3,298	\$3,423	\$3,548	\$3,673	\$3,923	\$4,173	\$125
Var. Asst.	16.8	\$2,369	\$2,479	\$2,589	\$2,699	\$2,809	\$3,029	\$3,249	\$110
J.V. Head	17.2	\$2,425	\$2,535	\$2,645	\$2,755	\$2,865	\$3,085	\$3,305	\$110
Frosh Head	16.1	\$2,270	\$2,370	\$2,470	\$2,570	\$2,670	\$2,870	\$3,070	\$100
8th Grade	10.7	\$1,509	\$1,609	\$1,709	\$1,809	\$1,909	\$2,109	\$2,309	\$100

Swimming									
Var. Head	18.0	\$2,538	\$2,683	\$2,788	\$2,913	\$3,038	\$3,288	\$3,538	\$125
Var. Asst.	13.5	\$1,904	\$2,014	\$2,124	\$2,234	\$2,344	\$2,564	\$2,784	\$110
Indoor Track									
Var. Head	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820	\$125
Var Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995	\$110
Softball									
Varsity	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820	\$125
Var. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995	\$110
Jr. Varsity	15.6	\$2,200	\$2,310	\$2,420	\$2,530	\$2,640	\$2,860	\$3,080	\$110
Modified	14.6	\$2,059	\$2,159	\$2,259	\$2,359	\$2,459	\$2,659	\$2,859	\$100
8th Grade	10.0	\$1,410	\$1,510	\$1,610	\$1,710	\$1,810	\$2,010	\$2,210	\$100
Lacrosse									
Varsity	19.5	\$2,750	\$2,875	\$3,000	\$3,125	\$3,250	\$3,500	\$3,750	\$125
Var. Asst.	14.6	\$2,059	\$2,169	\$2,279	\$2,389	\$2,499	\$2,719	\$2,939	\$110
Jr. Varsity	15.6	\$2,200	\$2,310	\$2,420	\$2,530	\$2,640	\$2,860	\$3,080	\$110
Track & Field									
Var. Head	20.0	\$2,820	\$2,945	\$3,070	\$3,195	\$3,320	\$3,570	\$3,820	\$125
Var. Asst.	15.0	\$2,115	\$2,225	\$2,335	\$2,445	\$2,555	\$2,775	\$2,995	\$110
J.V. Head	16.0	\$2,256	\$2,366	\$2,476	\$2,586	\$2,696	\$2,916	\$3,136	\$110
Tennis									
Var. Head	13.5	\$1,904	\$2,029	\$2,154	\$2,279	\$2,404	\$2,654	\$2,904	\$125
J.V. Head	9.6	\$1,354	\$1,464	\$1,574	\$1,684	\$1,794	\$2,014	\$2,234	\$110
Jr. High Extramurals	5.0	\$705	\$775	\$845	\$915	\$985	\$1,125	\$1,265	\$70

*If recommended by the Director of HPEA, with the approval of the Superintendent, upon entering the tenth (10th) year of continuous service in the sport, a double increment shall be awarded. Double increments will also be awarded at the fifteenth (15th) year of continuous service.

Section E - Extra-Curricular Supervision

1. Supervision of home interscholastic football games, basketball games and wrestling matches and away football games and basketball games shall be on a volunteer basis only. Teachers performing supervision will be compensated for the years 1998-2001 at \$18.00 per hour and for the years 2001-03 at \$19.00 per hour. The extra-curricular supervision coordinator will be compensated for the years 1999-01 at the rate of \$90 per game or match and for the years 2001-03 at the rate of \$95 per game or match. These assignments shall be filled by volunteers from the school involved. The method of selection shall be as follows: the administration shall notify the staff of the need for volunteers to supervise the above events and shall provide explanations of the type, location and duration of the assignments. A list shall be prepared by lot and used on a rotating basis, with switching of assignments permitted for one (1) week; switching to be completed one (1) week prior to the first game of each season.
2. To assure that the extra-curricular programs of the District are maintained at a level of high quality, teachers shall be expected to participate in such activities. These assignments shall be made within their areas of interest or expertise and by mutual consent. Teachers who have been advisors of extracurricular programs shall be granted the privilege of continuance provided their sponsorship is satisfactory, whereas all new or vacant advisory positions shall be assigned as provided in Article VI, Section F. Teacher-sponsors of certain extra-curricular activities occurring beyond the hours of the regular school day will be paid for such sponsorship in accordance with the list of such activities and stipends to be found in the Article of this agreement concerning salaries.

EXTRA-CURRICULAR SALARY SCHEDULE

In the event that positions become vacant during the period of this contract, a new stipend may be adjusted as agreed upon jointly by the District and NCTA negotiating teams.

	1998-99	1999-00	2000-01	2001-02	2002-03
Junior High School					
Builder's Club	424	432	441	450	459
Drama:					
Dramatic Production Director	1247	1272	1297	1323	1349
Assistant to Director	694	708	722	736	751
Technical Director	831	848	865	882	900
Musical:					
Music Director	1924	1972	2021	2072	2124
Vocal/Orchestra Director	1924	1972	2021	2072	2124
Technical Director	1283	1315	1348	1382	1417
Scherzo (Strolling Strings)	N/A	656	669	682	696
Wild Winds Director	N/A	656	669	682	696
Select Chorus	643	656	669	682	696
Jazz Ensemble	1454	1483	1513	1543	1574
Peer Mediation Coordinator	N/A	306	312	318	324
School Store	606	618	630	643	656
Ski Club Advisor	455	466	478	490	502
Student Council Advisor	1173	1202	1232	1263	1295
Talent Show Director	606	618	630	643	656
Yearbook Advisor	2187	2242	2298	2355	2414

	1998-99	1999-00	2000-01	2001-02	2002-03
Shaker Senior High School					
AFS Advisor (For. Exchange Coord.)	906	924	942	961	980
Amnesty International	268	273	278	284	290
Business Club	831	848	865	882	900
Class Advisor - Freshman	791	811	831	852	873
- Sophomore	791	811	831	852	873
- Junior	1312	1338	1365	1392	1420
- Senior	1808	1844	1881	1919	1957
Color Guard Director	N/A	408	416	424	432
Crew Advisor	321	327	334	341	348
Crew Coach	643	656	669	682	696
Debate Society Advisor	2771	2826	2883	2941	3000
Environmental Club	268	273	279	284	290
Friends of Bowling	N/A	663	676	690	704
Future Career and Community Leaders of America Advisor	N/A	306	312	318	324
Key Club Advisor	1140	1163	1186	1210	1234
International Club	831	848	865	882	900
Jazz Ensemble Director	4159	4242	4327	4414	4502
Literary Magazine Advisor(s)	1387	1415	1443	1472	1501
Art Advisor	323	329	336	343	350
Marching Band Director	N/A	816	832	849	866
Mock Trial	660	673	686	700	714
Model United Nations Club Advisor	N/A	510	520	530	541
Modern Dance Advisor	660	673	686	700	714
National Honor Society Advisor	689	703	717	731	746
Newspaper Advisor	1574	1605	1637	1670	1703
Peer Mediation Coordinator	N/A	306	312	318	324
SADD	268	273	278	284	290
Select Chorus Director	4159	4242	4327	4414	4502
Senior Variety Show Advisor	660	673	686	700	714
Shaker Technical Director	2359	2406	2454	2503	2553
Shaker Theatre Program					
Director - Children's Theatre	587	599	611	623	635
Director - Musical	4159	4242	4327	4414	4502
Director - Winter Production	2079	2121	2163	2206	2250
Shaker Theatre Orchestra					
Conductor (musical)	1507	1537	1568	1599	1631
Shaker Theatre Producer	1387	1415	1443	1472	1501
Shaker Theatre Vocal Conductor	2079	2121	2163	2206	2250
Ski Club Advisor	906	924	942	961	980
SOS Advisor	917	940	964	988	1013
Student Government Advisor	3049	3110	3172	3235	3300
Synchronized Swim Advisor	660	673	686	700	714
Yearbook	4850	4947	5046	5147	5250
Elementary School					
Theatrical Production Director	N/A	250/500*	255/510*	260/520*	265/530*

* In an elementary school which has a single theatrical production that requires at least five (5) weeks of after school rehearsals the compensation will be \$250. In an elementary school which has a single theatrical production that requires at least ten (10) weeks of after school rehearsals the compensation will be \$500.

A separate fund of \$1000 shall be established for additional extracurricular activities to be determined by the Superintendent if recommended by the building principal.

ARTICLE XXIII

TEACHER ASSISTANTS

Beginning with the July 1, 1995 contract, Teacher Assistants (hereafter referred to as TA) became part of the NCTA bargaining unit. There is a need to distinguish aspects of TA terms and conditions of employment from terms and conditions of other certificated members of this unit. This integration has caused a need for TA salary and benefits to be included in the printed contract.

The following ARTICLES of this contract shall apply, apply as amended or not apply as indicated to Teacher Assistants:

ARTICLE I. Shall apply except in Section C1, 2 substitute Director or Assistant Director for principal.

ARTICLE II. Shall apply.

ARTICLE III. Shall apply, except Teacher Assistants are not eligible under Section 7. Section 8 paragraphs 1 and 2 do not apply except as follows:

Pay dates - Beginning pay dates in the year 1995-96 shall be September 15; in the year 1996-97 September 13; in the year 1997-98 September 12; and in each year every two (2) weeks thereafter. The final pay check in each year shall be due on the last day of school.

All staff members will have the option to choose either one twenty-first or one twenty-fifth of their annual salary. If a payroll date occurs during a vacation period, it shall be changed to the last day of classes prior to the vacation period.

ARTICLE IV. Shall not apply, except Sections C.1 and C.5 shall apply.

ARTICLE V. Shall apply, Section A to read: Previous experience may be granted up to Step 2 and Section C, except Teacher Assistants are not eligible for sabbatical leave. Section C, as it concerns seniority, shall read as follows:

"Teacher Assistants shall have seniority within their assigned instructional level, i.e., elementary, junior high and senior high."

Section D. 1 shall be amended to show a formula as follows: number of accumulated unused sick days minus (8.75 times years of service or 175, whichever is less) times \$15.00, and Section D.2 where the incentive shall be calculated as follows: number of years credited in the New York State Retirement System times \$42.85, to a maximum of \$1,000.00.

ARTICLE VI. Shall not apply, except Section E which shall be amended to read, "Teacher Assistants may be reassigned or transferred at the discretion of the District. A teacher assistant involuntarily transferred to another instructional level shall retain seniority at the new level."

ARTICLE VII. Shall not apply, except Section C and Change Section B to "evaluation of assistants shall be done pursuant to existing procedures."

ARTICLE VIII. Shall apply.

ARTICLE IX. Shall apply.

ARTICLE X. Shall not apply.

ARTICLE XI. Shall not apply.

ARTICLE XII. Shall apply Sections A, B and D, except that Teacher Assistants will contact their supervisory teacher rather than the Principal.

ARTICLE XIII. Shall apply.

ARTICLE XIV. Shall apply.

ARTICLE XV. Shall apply.

ARTICLE XVI. Shall apply.

ARTICLE XVII. Shall not apply.

ARTICLE XVIII. Shall apply.

ARTICLE XIX. Shall not apply.

ARTICLE XX. Shall not apply.

ARTICLE XXI. Shall apply.

ARTICLE XXII. Shall not apply.

ARTICLE XXIII. Refers to this section; shall apply.

ARTICLE XXIV. Shall apply.

ARTICLE XXV. Shall apply.

ARTICLE XXVI. Shall apply.

OBLIGATIONS FOR TEACHER ASSISTANTS

1. The working day of a teacher assistant will be that of the corresponding teacher at assigned grade level.
2. The responsibilities including supervision, cafeteria and other duties will be assigned to teacher assistants upon the discretion of the administrator up to and including the same level as other members of the bargaining unit.
3. In service workshop days will be attended on the same days as other members of the bargaining unit.
4. Evening, after school, faculty meetings, department meetings, and other obligations will be completed in conjunction with the supervising teacher according to the contract requirements of other members of the bargaining unit.
5. Teacher assistants may be expected to instruct groups or whole classes within and beyond the presence of the supervising teacher at the discretion of the supervising teacher and/or the principal who has final supervisory authority.
6. Teacher assistants shall obtain New York State certification within one (1) year of hiring and, in no event, shall obtain tenure without such certification.

Current teacher assistants who are tenured without certification shall have until January 1, 2001 to obtain New York State certification.

The following salary schedule shall apply to Teacher Assistants:

STEP	1998-99	1999-00	2000-01	2001-02	2002-03
1	\$15,008	\$15,358	\$15,716	\$16,110	\$16,520
2	15,263	15,608	15,972	16,380	16,800
3	15,515	15,873	16,232	16,650	17,080
4	15,774	16,135	16,508	16,930	17,350
5	16,038	16,405	16,781	17,210	17,640
6	16,305	16,679	17,061	17,490	17,940
7	16,579	16,957	17,346	17,780	18,230
8	16,857	17,242	17,635	18,080	18,540
9	17,141	17,532	17,931	18,380	18,850
10	17,429	17,826	18,233	18,690	19,160
11	17,721	18,126	18,539	19,000	19,480
12	18,019	18,430	18,850	19,320	19,810
13	18,322	18,740	19,167	19,650	20,140
14	18,630	19,055	19,489	19,980	20,480

ARTICLE XXIV

OT/PT

ARTICLE I. Shall apply except in Section C1, 2 substitute, "Director or Assistant Director of Pupil Services" for principal.

ARTICLE II. Shall apply.

ARTICLE III. Shall apply, except 7.

ARTICLE IV. Shall apply except C5 change C6 to read Director or Assistant Director of Pupil Services.

ARTICLE V. Does not apply, except Section D, and Section A to read: Previous experience in public schools, BOCES, approved private schools defined as full time salary for a major portion of the academic year will be granted full credit 1:1. For therapy experience in agency or hospital with school age, experience granted one year credit for every two years worked (1:2); for therapy in agency or hospital with adults, no credit granted.

ARTICLE VI. Shall not apply, except in Section E, which shall be amended to read, "therapists may be transferred or reassigned at the discretion of the district."

ARTICLE VII. Section A change to "Probationary period will be in accordance with civil service procedures." Change Section B4 to read "Evaluation of therapists shall be done pursuant to existing procedures."

ARTICLE VIII. Shall apply.

ARTICLE IX. Shall apply.

ARTICLE X. Shall not apply.

ARTICLE XI. Shall not apply.

ARTICLE XII. Shall not apply. Except "When absence occurs, therapists shall contact elementary building principals in buildings to which they are assigned and the Assistant Director of Pupil Services."

ARTICLE XIII. Shall apply.

ARTICLE XIV. Shall apply.

ARTICLE XV. Shall apply and add "In the spirit of professionalism and conforming with guidelines for other groups covered in this contract, PT/OT are expected to give 30 days notice when terminating employment or be subject to a one week salary fine."

ARTICLE XVI. Shall apply and add "While every effort will be made to provide adequate therapy and storage space, therapy will need to be provided in the space available in the buildings."

ARTICLE XVII. Shall not apply except "Any challenges go through the CSE procedure."

ARTICLE XVIII. Shall apply.

ARTICLE XIX. Shall not apply.

ARTICLE XX. Student therapists may be assigned based on the contractual agreement between the sponsoring educational institution and the North Colonie Central School District."

ARTICLE XXI. Shall apply.

ARTICLE XXII. Therapists' Salary Schedule. (Same as teachers)
New Section F:

Summer Work: Any therapist or assistant hired after July 1, 1998 may be required to work two one-half ($\frac{1}{2}$) days per week of the six week summer school. Assignment will be divided evenly between assistants and the therapists unless by mutual consent one wishes to work more, if approved by the administration (one OT or COTA and one PT or PTA). Beginning the summer of 2000, all therapists and assistants may be required to work as stated above.

Beginning the summer of 1999, salary for summer work will be: OT/PT one half ($\frac{1}{2}$) of 1/200 BA Step 15 plus ten percent (10%) per day. If therapist is on the MA schedule, MA schedule will be used for purpose of computing summer salary.

ARTICLE XXIII. Shall not apply.

ARTICLE XXV

COTA/PTA

ARTICLE I. Shall apply except in Section C1, 2 substitute, "Director or Assistant Director of Pupil Services" for principal.

ARTICLE II. Shall apply.

ARTICLE III. Shall apply, except 7. 8 will be " $\frac{1}{40}$ th of Step 1 of their respective schedules;" dates same as teacher's dates.

ARTICLE IV. Shall apply except C5. Change C6 to read Director or Assistant Director of Pupil Services.

ARTICLE V. Does not apply except Section A to read: "Previous experience may be considered up to Step 2."

D1 Amount of compensation = $(8.75 \times \text{years of service or } 175 \text{ whichever is less}) \times \25 .
D2 Incentive shall be calculated as follows: Number of years credited in New York State Retirement System $\times \$70$, to a maximum of \$1,600.

ARTICLE VI. Shall not apply except Section E which shall be amended to read: "Assistants may be transferred or reassigned at the discretion of the district."

ARTICLE VII. Section A change to "Probationary period will be in accordance with civil service procedures." Change Section B4 to read "Evaluation of assistants shall be done pursuant to existing procedures."

ARTICLE VIII. Shall apply.

ARTICLE IX. Shall apply.

ARTICLE X. Shall not apply.

ARTICLE XI. Shall not apply.

ARTICLE XII. Shall not apply except "When absence occurs, therapists shall contact elementary building principals in buildings to which they are assigned and the Assistant Director of Pupil Services."

ARTICLE XIII. Shall apply.

ARTICLE XIV. Shall apply.

ARTICLE XV. Shall apply and add "In the spirit of professionalism and conforming with guidelines for other groups covered in this contract, PT/OT are expected to give 30 days notice when terminating employment or be subject to a one week salary fine."

ARTICLE XVI. Shall apply and add "While every effort will be made to provide adequate therapy and storage space, therapy will need to be provided in the space available in the buildings."

ARTICLE XVII. Shall not apply.

ARTICLE XVIII. Shall apply.

ARTICLE XIX. Shall not apply.

ARTICLE XX. Shall not apply.

ARTICLE XXI. Shall apply.

ARTICLE XXII. COTA/PTA Assistants' Schedule.

Summer school requirements for PTA/COTA are the same as OT/PT. Salary for PTA/COTA will be 75% of that awarded to the OT/PT at the BA level.

ARTICLE XXIII. Shall not apply.

ARTICLE XXIV. Shall apply.

ARTICLE XXV. Shall apply.

ARTICLE XXVI. Shall apply.

The following salary schedule shall apply to COTA/PTA:

STEP	1998-99	1999-00	2000-01	2001-02	2002-03
1	\$21,695	\$22,210	\$22,550	\$23,050	\$23,560
2	22,129	22,561	23,003	23,500	24,020
3	22,967	23,012	23,461	23,980	24,500
4	23,829	23,884	23,930	24,450	24,990
5	24,723	24,780	24,837	24,940	25,490
6	25,650	25,709	25,769	25,890	26,000
7	26,175	26,225	26,735	26,860	26,990
8	26,725	26,755	27,271	27,870	28,000
9	27,260	27,791	27,823	28,430	29,050
10	27,260	28,348	28,900	29,000	29,630
11	27,260	28,348	29,479	30,120	30,230
12	27,260	28,348	29,479	30,730	31,400
13	27,260	28,348	29,479	30,730	32,030

ARTICLE XXVI

MISCELLANEOUS PROVISIONS

Section A

This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of both parties. Should there be contemplated any change in the written Board policy which affects wages, hours or any other condition of employment which is not covered by the terms of this Agreement, the Board will notify the Association in writing that it is considering such a change. The Association shall have the right to discuss such items with the Board provided it files a request with the Board within five (5) calendar days after receipt of said notice.

Section B

This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.

Section C

Any individual arrangement, agreement or contract between the Board and any individual teacher, hereafter executed, shall be expressly made subject to and consistent with the terms of this agreement. None of the provisions of this agreement shall be retroactive.

Section D

If any provisions of this agreement or any application of the agreement to any teacher or group of teachers shall be found to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall be continued in full force and effect.

Section E

Copies of this agreement shall be printed at the expense of the Board and as soon as possible after the ratification of this agreement by both parties thereto and given to all teachers now or hereafter employed by the Board. The Association shall be given thirty (30) copies of the agreement.

Section F

Each elementary school faculty shall participate in decisions in areas that affect only that school, such as classroom parties, assembly programs and extra-curricular activities, within district policy.

Section G

In developing the annual school calendar, the Superintendent shall submit the annual calendar to the Executive Committee of the Association, through the President, prior to February 15. The Association shall have the right to make recommendations to the Superintendent by March 1 for consideration in the finalizing of the calendar.

Section H

In the event of emergency closing of the schools requiring makeup days, teachers shall have a voice in determining the scheduling of such days.

Section I

Each principal will be responsible for drawing up plans for evacuating the building, utilizing district staff. The principal will also be responsible for conducting a search, utilizing any predetermined volunteers from the district staff and such other personnel (police, fire, etc.,) as it may be deemed necessary to call in under the particular circumstances.

Section J - Excellence in Education

If, during the life of this contract, the State of New York provides categorical aid to North Colonie mandated for improvement of teachers' salaries, the distribution of said money shall become the subject of negotiations between the Parties.

Section K

The District Staff Development Committee, in addition to planning specific staff development courses and coordinating and/or planning programs for presentation during Superintendent's Conference Days, will investigate and make recommendations designed to make the position of teaching more professional and rewarding.

ARTICLE XXVII

DUES DEDUCTION

Section A

The Board of Education of North Colonie Central School District agrees to deduct, from the salaries of its employees, dues for the North Colonie Teachers' Association, and any organization with which it is affiliated, as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies to such association or associations. Teacher authorizations shall be in writing in the form set forth below:

PAYROLL DEDUCTION AUTHORIZATION

Social Security Number _____

Last Name _____ F. _____ M. _____

District Name _____

Organization _____

To the Board of Education:

I hereby authorize you according to arrangements agreed upon with the above organization, to deduct from my salary and transmit to said organization dues as certified by said organization. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefor. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing between September 1st and September 15th on any given year.

Member Signature: _____ Date: _____

Section B

The associations named in Section A above shall certify to the Board in writing the current rate of its membership dues. The association which shall change the rate of its membership dues shall give the Board thirty (30) days' notice prior to the effective date of such change.

Section C

Effective July 1, 1981, the North Colonie Central School District shall deduct from the salary of employees in the bargaining unit who are not members of the North Colonie Teachers' Association an amount equivalent to the dues levied by the NCTA and shall transmit the sum so deducted (agency shop fee deduction) to the NCTA in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York.

The NCTA affirms that it has adopted the procedure for refund of agency shop fee deduction as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York.

The agency shop fee deduction shall be made pursuant to the procedures applicable for regular dues check-off except as may otherwise be mandated by law.

Section D

The Board of Education shall transmit monthly the amount deducted to the North Colonie Teachers' Association.

Section E

Any NCTA member may have a specified amount deducted from each paycheck, to be deposited in the NCTA Vote/Cope Fund. Such contributions shall be transmitted to the NCTA in the same manner as the NCTA dues deduction. Member authorization shall be in writing on a form provided by the Association. Withdrawal of such authorization shall be according to Section A above.

ARTICLE XXVIII

DURATION OF AGREEMENT

This contract shall be effective as of July 1, 1998 and shall continue in effect through June 30, 2003, subject to reopening as follows:

In the event either party wishes to amend this agreement, notice may be given by November 1, 2002. Negotiations concerning such proposed amendments shall proceed in accordance with the provisions of Page ii and iii of this agreement. Amendments resulting from such negotiations shall take effect beginning the following July 1 or at such other time as may be mutually agreeable to the parties.

NORTH COLONIE TEACHERS'
ASSOCIATION

BY:

David W. Kiehle
David W. Kiehle
President

NORTH COLONIE CENTRAL
SCHOOL DISTRICT

BY:

Marya R. Evenson
Marya R. Evenson, Ed.D.
Superintendent

Dated this 1st day
of July, 1998.

EXHIBIT 1

**NORTH COLONIE CENTRAL SCHOOL DISTRICT
Newtonville, New York**

Dear

It has come to our attention that you have some objection to

According to our agreement with the North Colonie Teachers' Association, a procedure has been established to provide for requests for reconsideration of materials and/or methods. The enclosed form is part of this procedure. We would appreciate your completing it and returning it to _____ at your earliest convenience. You may be sure that this request will receive serious consideration and that you will be kept fully informed as to the result.

Sincerely yours,

Superintendent of Schools

NORTH COLONIE CENTRAL SCHOOL DISTRICT¹
Newtonville, New York

REQUEST FOR REVIEW OF MATERIALS UTILIZED

REQUEST INITIATED BY:

NAME:

ADDRESS:

TELEPHONE NO.:

DATE:

Specific information about material(s) to be reviewed:

_____ Textbook

_____ Library Material

Author _____

Title _____

_____ Other (be specific)

1. To what do you object? (Please be specific)

2. Did you read /view the entire piece of material?
What parts?

3. Further comments:

Signature

NORTH COLONIE CENTRAL SCHOOL DISTRICT
Newtonville, New York

REQUEST FOR REVIEW OF METHODS UTILIZED

REQUEST INITIATED BY:

NAME:

ADDRESS:

TELEPHONE NO.:

DATE:

Specific information about method to be reviewed:

1. **To what do you object? (Please be specific)**

2. **Further comments:**

Signature

PROVISIONS OF TAYLOR LAW

THE FOLLOWING PROVISIONS OF THE TAYLOR LAW ARE MANDATORY IN ALL AGREEMENTS NEGOTIATED AFTER APRIL 1, 1969:

"S204-a. AGREEMENTS BETWEEN PUBLIC EMPLOYERS AND EMPLOYEE ORGANIZATIONS. 1. ANY WRITTEN AGREEMENT BETWEEN A PUBLIC EMPLOYER AND AN EMPLOYEE ORGANIZATION DETERMINING THE TERMS AND CONDITIONS OF EMPLOYMENT OF PUBLIC EMPLOYEES SHALL CONTAIN THE FOLLOWING NOTICE IN TYPE NOT SMALLER THAN THE LARGEST TYPE USED ELSEWHERE IN SUCH AGREEMENT.

'IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.'

2. EVERY EMPLOYEE ORGANIZATION SUBMITTING SUCH A WRITTEN AGREEMENT TO ITS MEMBERS FOR RATIFICATION SHALL PUBLISH SUCH NOTICE, INCLUDE SUCH NOTICE IN THE DOCUMENTS ACCOMPANYING SUCH SUBMISSION AND SHALL READ IT ALOUD AT ANY MEMBERSHIP MEETING CALLED TO CONSIDER SUCH RATIFICATION.

3. WITHIN SIXTY DAYS AFTER THE EFFECTIVE DATE OF THIS ACT, A COPY OF THIS SELECTION SHALL BE FURNISHED BY THE CHIEF FISCAL OFFICER OF EACH PUBLIC EMPLOYER TO EACH PUBLIC EMPLOYEE. EACH PUBLIC EMPLOYEE EMPLOYED THEREAFTER SHALL, UPON SUCH EMPLOYMENT BE FURNISHED WITH A COPY OF THE PROVISIONS OF THIS SECTION."